

TOWN OF MILLIS



2016 ANNUAL TOWN REPORT

Millis' honor and pride for residents who serve in the Armed Forces is demonstrated by the front cover photo of the monument dedicated on November 11, 2016 for Veterans who have served from 1978 to current conflicts. The memorial resides in front of the Veterans' Memorial Building at 900 Main Street, along with other monuments including a World War II memorial and a Korean and Vietnam Conflicts memorial. The monument engraving reads "To Honor the Commitment, Achievements, and Efforts of Millis Veterans 1978 to Present".

THE ONE HUNDRED AND
THIRTIETH
ANNUAL REPORT
OF THE
TOWN OF MILLIS, MASSACHUSETTS



FOR THE YEAR ENDING
DECEMBER 31, 2016

MILLIS, MA

INCORPORATED FEBRUARY 24, 1885

TABLE OF CONTENTS

REPORT/DEPARTMENT	PAGE
In Memoriam.....	1
Elected Town Officers.....	2
Appointments by the Moderator	3
Board of Selectmen and Town Administrator Appointments.....	4
Appointments by the Board of Health.....	8
Appointments by the Town Clerk.....	8
Appointments by the Moderator, Chair of the School Committee and Chair of the Board of Selectmen.....	8
Town Clerk.....	9
Spring Annual Town Meeting – May 9, 2016	10
Operating Budget: FY17.....	35
Personnel Plan	41
Fall Annual Town Meeting – November 7, 2016.....	43
Town Elections:	
Presidential Primary- March 1, 2016	55
Town Election – May 2, 2016.....	59
State Primary – September, 8, 2016.....	61
State Election – November 8, 2016.....	63
Ballot Questions – November 8, 2016.....	66
Town Employee Salary Report	69
Births	88
Marriages.....	90
Deaths	94
Prospect Hill Cemetery Burials	
2015.....	96
2016.....	97
Board of Selectmen Report	98
Board of Assessors.....	100
Board of Assessors Top 10 Tax Payers.....	101
Board of Health.....	103
Building Department.....	108
Cemetery Review Committee.....	110
Community Preservation Committee.....	111
Conservation Commission.....	114
Council on Aging.....	116

TABLE OF CONTENTS

REPORT/DEPARTMENT	PAGE
Cultural Council	118
Department of Public Works.....	120
Emergency Management	122
Energy Committee.....	123
Finance Committee	124
Finance Director	125
Finance Balance Sheet	126
Fire Rescue Department	131
Historical Commission	132
Library Director	133
Library Trustees.....	135
Memorial Day Committee	137
Memorial Day Proclamation	138
Moderator	139
Norfolk County Mosquito Control District.....	140
Norfolk County Registry of Deeds	141
Oak Grove Farm Commission	144
Permanent Building Committee.....	145
Planning Board	146
Police Department.....	148
Recreation Department	151
School Committee Chairman's Report	153
Superintendent of Schools	154
District Curriculum	163
Educational Technology.....	164
Office of the Student Support Services	166
Clyde F. Brown Elementary School	168
Millis Middle School	171
Millis High School	173
Millis High School Award Winners	176
Sealer of Weights and Measures	180
Treasurer/Collector	181
Tri-County Regional Vocational Technical School District	182
Veterans	192
Zoning Board of Appeals	193

**2016
IN MEMORIAM**

Anthony Ricciuto
Finance Committee
January 24, 2016
~ ~ ~ ~ ~

Edward LaCroix
Department of Public Works
Fire Department
January 28, 2016
~ ~ ~ ~ ~

Durwood Rowley
Conservation Commission
School/Community Advisory Council
Moderator--Candidates Night
March 6, 2016
~ ~ ~ ~ ~

Linda J. Salisbury
Housing Authority
June 26, 2016
~ ~ ~ ~ ~

Harold E. Curran
Planning Board
Oak Grove Farm Commission
June 25, 2016
~ ~ ~ ~ ~

Douglas C. Priest
Selectman
July 17, 2016
~ ~ ~ ~ ~

Roger McCann
Veterans Agent
November 20, 2016
~ ~ ~ ~ ~

ELECTED TOWN OFFICERS 2016

		Term Expires
Moderator	Paul R. Jacobsen	2017
Town Clerk	Lisa Jane Hardin	2017
Selectmen	James G. Neville	2017
	James J. McCaffrey	2018
	Catherine C. MacInnes	2019
School Committee	Sean A. Doherty	2017
	Denise D. Gibbons	2017
	Steven G. Catalano	2018
	Jennifer J. Soule	2018
	Marc S. Conroy	2019
Board of Health	Brian A. Hoell	2017
	Kathleen A. Lannon	2018
	Bonnie A. Hilton	2019
Library Trustee	Jennifer Farrar	2017
	Maria D. Neville	2018
	Wendy S. Barry	2019
Planning Board	George J. Yered, Jr.	2017
	Catherine C. MacInnes	2018
	Robert A. Cantoreggi	2019
	James F. McKay	2020
	Nicole M. Riley	2021
Housing Authority	Ellinor L. Harkins	2018
	Mary A. Skilling	2019
	Raymond C. Normandin	2020
	Carol Mancuso-Baker	2021
	Leslie Devaney (State Appointment)	2016
Constables	Helen R. Kubacki	2017
	Nathan R. Maltinsky	2017

Appointments by the Moderator

Finance Committee

	Term Expires
Jodi Garzón	2017
Doug Riley	2017
Jerry Nunnaley	2017
Peter Berube	2018
Tayana Anton	2018
Peter Jurmain	2019
Susan Vecchi	2019
Craig Schultze	2019
Richard Molloy	Resigned

Memorial Day Committee

Listed below are all the members of the Memorial Day Committee involved in the planning of the Ceremonies on Memorial Day, May 30, 2016 in the Town of Millis;

Lawrence J. McCarter, Chairman
Robert Yeager, Secretary
Richard Barrett, Fire Chief
Alan Burch
Manual Goes
Kenneth Mitchell
Kenneth Philips
Mark Slayton
William Surette

Oak Grove Farm Commission

Rob Elbery	2017
Julio Fontecchio	2018
Susan McAvoy	2018
John McAvoy	2019
Steve MacInnes	2019

BOARD OF SELECTMEN AND TOWN ADMINISTRATOR APPOINTMENTS

Agricultural Commission

Diane Hubbard, 2017
Charles Tangerini, 2017
Laura Tangerini, 2017

Animal Inspector

Brenda Hamelin, 2017
Erin Mallette, Assistant, 2017

Board of Assessors

Lawrence Bouret, 2017
Paul Keyes, 2018
David O'Brien, 2019

Assistant Assessor

Paula Dumont, 2017

Cable TV Advisory Committee

Leonard Forman, 2017
Steve Catalano, 2017
Carter Koch, 2017
Raymond Normandin, 2017
Madeline Yusna, Ex-Officio, 2017
James Neville, 2017

Cemetery Review Committee

Marsha Collins, 2017
John Doyle, 2017
James McKay, 2017
Jeffrey Mushnick, 2017
James Neville, 2017
Charles Vecchi, 2017

CPC Committee

Wendy Barry, 2018
Catherine MacInnes, (resigned)
Nathan Maltinsky, 2018
James McCaffrey, 2019
James McKay, 2018
Raymond Normandin, 2018
John Northgraves, 2017
Pamela Rheaume-Mustard, 2018
Anne Rich, 2018
Craig Schultze - Ex Officio, 2017

Conservation Commission

Edward Chisholm, 2019
Timothy Chorey, 2018
Christine Gavin, 2017
Cara Krinsky, 2017

James Lederer, 2018

Daniel Lee, 2019
Anne Rich, 2019

Council on Aging

William Brown, 2017
Helen Daly, 2018
Ellinor Harkins, (resigned)
Kaplan Hasanoglu, 2018
Maria Neville, 2018
Mary Skilling, 2017
Patricia Kayo – Ex Officio, 2017

Cultural Council

Stephanie Copice, 2018
Jodie Garzón, 2017
Carol Haggerty, 2018
Michelle Kelly, 2017
Arlene Lagos, 2018
Patrick Neville, 2018
Peter Themistocles, 2019

Drinking Water Committee

Charles Aspinwall, (resigned)
Brian DeSouza, 2017
Kathleen Lannon, 2017
James McCaffrey, 2017
James McKay, 2017
Craig Schultze, 2017
Barbara Thissell - Ex Officio, 2017

Emergency Management Agency:

Director

David Byrne, 2017

Communications

David Doe, 2017
Robert Yeager, 2017

**Employee Insurance Advisory
Committee**

Jacqueline Anderson, 2017
Charles Bishop Jr., 2017
Laurie Walker, (resigned)

Energy Committee

Charles Aspinwall, (resigned)
Gary Babin, 2017
Jonathan Barry, 2017
Timothy Farrar, 2017
Craig Gibbons, 2017

Energy Committee Cont'd.

James Lederer, (resigned)
Tom O'Connell, 2017
Kathleen Strech, 2017

Ethics Commission Liaison

Karen Bouret, 2017

Fence Viewer

Charles Aspinwall, Resigned
Michael Giampietro, 2017

Fields Advisory Committee**Finance Director/Town Accountant**

Kathleen LaPlant, 2017

Financial Management Team

Charles Aspinwall, (resigned)
Kathleen LaPlant, 2017
David O'Brien, 2017
Jennifer Scannell, 2017
Craig Schultze, 2017
Christopher Smith, (resigned)
Jennifer Soule, 2017
James McCaffrey, 2017

Hazardous Waste Coordinator

Brian Hoell, 2017

Historical Commission

Mitch Bobinski, 2018
Joanne Gannon, 2019
Jacqueline Graci, 2018
Nathan Maltinsky, 2019
Carol McNiss, 2018
Mark Slayton, 2018
Fred Waskiewicz, 2018
Scott Fuzy—Associate, 2017
Charles Vecchi – Associate, 2017
Margaret Wilkes, 2019

Insurance Advisory Committee

Christopher Gove, 2017
Timothy Kane, 2017
Wayne Klocko, 2017
David Schofield, 2017
Karen Bouret – Ex Officio, 2017

Local Emergency Planning Committee

Charles Aspinwall, (resigned)
Richard Barrett, 2017
David Byrne, 2017
Karen D'Angelo, 2017
Keith Edison, (resigned)
Vincent Howley, 2017
Paul Jacobsen, 2017
Kathleen Lannon, 2017
Timothy MacDuff, 2017
James McKay, 2017
James Neville, 2017
Christopher Soffayer, 2017
Barbara Thissell, 2017

Master Plan Implementation Committee

Charles Aspinwall, (resigned)
Michael Giampietro, 2017
Bonnie Hilton, 2017
Catherine MacInnes, 2017
James McCaffrey, (resigned)
Craig Schultze, 2017
George Yered, 2017

MAPC Representative

Charles Aspinwall, (resigned)
Nicole Riley, 2017

MBTA Advisory Board Designee

Charles Aspinwall, (resigned)
Nicole Riley, 2017

Norfolk County Advisory Board Designee

James Neville, 2017

Parking Clerk

Karen Bouret, 2017

Permanent Building Committee

Charles Aspinwall, Ex Officio (resigned)
Diane Jurmain, 2019
Wayne Klocko, 2019
Catherine MacInnes - Ex Officio, 2017
Craig Schultze, 2017
Patrick Sheehan, 2017
Christopher Smith, Ex Officio (resigned)
Jonathan Wine, 2018

Planning Board Associate

Richard Nichols, (moved to full member)
Carlo Molinari, 2017

Playground Committee

Jennifer Farrar, 2017
Sarah Fong, (resigned)
Denise Gibbons, (resigned)
James McKay, 2017
Pamela Rheaume-Mustard, 2017

Public Employees Committee

Jacqueline Anderson, 2017
Charles Bishop Jr., 2017
Susan Lappen, 2017
Robin Pitman, 2017
John Shearns, 2017
Paul Sims, 2017

Public Weighers

Kenneth Bianco, 2017
Michael Collins, 2017
Donald Gilleney, 2017
Paul Lapierre, 2017
Jason Lariviere, 2017
Robert Maraggio, (resigned)
Arthur Murphy, 2017
Michael Pukanasis, 2017
Scott Rorrie, 2017
Francis Rossi, 2017
John Tresca, 2017
Robert Tresca, 2017
Steven Tresca, 2017

Recreation Committee

Steven Cassidy, 2017
Judith Malouf, (resigned)
Pamela Rheaume-Mustard, 2017
Susan Vara, 2017
Michael Banks, 2017
William Schultz, (resigned)
Deborah Juhl, 2017
Kristen Fogarty – Ex Officio, 2017

Regional Transportation Advisory Council

Edward Chisholm, 2017

Registrars of Voters

Marc Conroy, 2017
Rita Murphy, 2017

Leland Wood, 2017
Lisa Hardin, 2017

Right-To-Know Coordinator

Barbara Thissell, 2017

Safety Committee

Richard Barrett, 2017
Karen Bouret, 2017
Keith Edison, (resigned)
John Engler, 2017
Alex Lent, 2017
Timothy MacDuff, (resigned)
James McKay, 2017
Christopher Soffayer, 2017
Barbara Thissell, 2017

School Building Committee

Charles Aspinwall, (resigned)
Steven Catalano, Ex Officio, 2017
John Engler, Ex Officio, 2017
Denise Gibbons, 2017
Nancy Gustafson, Ex Officio, 2017
Diane Jurmain, 2017
Wayne Klocko, 2017
Catherine MacInnes, Ex Officio, 2017
Richard Nichols, Ex Officio, 2017
Jason Phelps, Ex Officio 2017
Craig Schultze, 2017
Christopher Smith, (resigned)
Jennifer Soule, Ex Officio, 2017
Jonathan Wine, 2017

Sealer of Weights and Measures

W. James Allshouse, 2017

Sewer Study Committee

Charles Aspinwall, (resigned)
Joseph Bocchino, 2017
Robert Cantoreggi, 2017
Edward Chisholm, 2017
James McKay, 2017
James Neville, 2017
Barbara Thissell, 2017

Sidewalk Committee

Samantha Conroy, 2017
Jeffrey Ferzoco, 2017
Catherine MacInnes, 2017
Mark Messias, 2017
Pamela Rheaume-Mustard, 2017

Sidewalk Committee Cont'd.

John Northgraves, 2017

Craig Schultze, 2017

Southwest Area Planning Council

Charles Aspinwall, (resigned)

Nicole Riley, 2017

Surveyor of Wood & Lumber

Michael Giampietro, 2017

Town Administrator Screening Committee

Wendy Barry, 2016

Loring Barnes, 2016

David Byrne, 2016

Jodie Garzón, 2016

Peter Harkey, 2016

Joseph Miller, 2016

Jennifer Soule, 2016

Town Counsel

Kopelman & Paige, PC, 2017

Treasurer/Collector

Jennifer Scannell, 2017

Tree Warden

Robert Cantoreggi, 2017

Deputy Tree Warden

Richard Vatur, 2017

Veterans Agent

Robert Yeager, (resigned)

Cynthia Harris, 2017

Zoning Board of Appeals

Peter Koufopoulos, 2019

Donald Roman, 2018

Donald Skendarian, 2017

Jeffrey Butensky, (resigned)

Joseph Coppola – Associate, 2017

APPOINTMENTS BY THE BOARD OF HEALTH EXPIRING 2017

Burial Agent	H. Tracy Mitchell
Burial Agent	Lisa Jane Hardin
Burial Agent	Patricia Sjogren
Burial Agent	Kathleen Smith
Health Agent	Karen D'Angelo
Health Agent	Angelo DeLuca
Health Agent	Bonnie Hilton
Health Agent	Brian Hoell
Health Agent	Cheryl Labonte
Health Agent	Kathleen Lannon
Health Agent	James McKay
Health Agent	Robert Mullaney
Health Agent	Barbara Thissell
Health Agent	James White

APPOINTMENTS BY THE TOWN CLERK

Assistant Town Clerk	Patricia M. Sjogren, 2017
----------------------	---------------------------

**APPOINTMENT BY THE MODERATOR, CHAIRMAN OF THE SCHOOL COMMITTEE AND
CHAIRMAN OF THE BOARD OF SELECTMEN**

Tri-County Regional Vocational Technical School Committee	Donna Cabibbo, 2017
--	---------------------

REPORT OF THE TOWN CLERK for 2016

This year the Town Clerk's office ran four elections and two town meetings. At the May Town Meeting, 339 registered voters (6%) attended. At the November Town Meeting, 250 voters (4%) attended. There was some interest in the Town Election (with a 3-way race for Selectman and a \$300,000 override question for roads) with 880 voters (15%). There was more interest in state and national politics. The Presidential Primary had a turnout of 2,996 (52%). There was low turnout for the State Primary since there were no contests, just 511 (5%). However, we had a record number of voters for the Presidential Election in November. There were 5,050 voters (84%) who participated in choosing a new President, along with deciding 4 ballot questions. The State had Early Voting for the first time for the November Presidential Election and 35% of our registered voters participated by voting before Election Day.

	Statistics for 2016	(+/- since 2015)
Population	8,591	(+ 90)
Senior citizens (60+)	2,021	(+ 92)
Residents (19-59)	4,876	(+ 31)
School age children (6-18)	1,254	(- 39)
Pre-school age children (0-5)	440	(+ 6)
Females 4,423 (+57), Males 4,168 (+33)		
Veterans 385 (-4) (21 women, 364 men)		
Registered Voters	6,028	(+ 498)
Unenrolled	3,628	(+ 175)
Democrat	1,495	(+ 69)
Republican	877	(+ 32)
Libertarian	22	(n/c)
Green-Rainbow	6	(n/c)
Births	84	(+ 11)
Marriages	32	(+ 9)
Deaths	66	(+ 18)
Licenses issued: Dogs	1,088	(- 13)
Kennels	6	(- 1)
Business Licenses	78	(+ 7)

In the office, my awesome Assistant Town Clerk, Pat Sjogren, continues to be brilliant and Kathi Smith is our extraordinary administrative assistant. The office also relies on our marvelous senior volunteers: June Bisson, Patricia Diatelevis and Carol Smith, who assist with the Town Census and dog licensing, and the always terrific Enid Stepner, who has been working on digitizing an index to our Town Meetings, as well as various other helpful tasks.

As always, joyfully submitted by your Town Clerk, Lisa Jane Hardin

Note: Town of Millis Management Letter and Annual Financial Statements for the Year Ended June 30, 2016 are available in the Office of the Town Clerk.

TOWN OF MILLIS
SPRING ANNUAL TOWN MEETING
MONDAY, MAY 9, 2016

The Spring Annual Business Meeting of the Town of Millis was held on Monday, May 9, 2016, in the George C. Roy Auditorium of the Millis Middle/ High School and was called to order by the Moderator, Paul R. Jacobsen, at 7:40 p.m.

The Town Warrant calling this business meeting was signed on April 11, 2016, by Selectmen Christopher J. Smith, James G. Neville, and James J. McCaffrey and was posted on April 13, 2016, by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors:

Susan Ferzoco
Susanne Locklin
Janet McCarron
Carole McColl
Mary Skilling
Enid Stepner
Mary Walsh

Tellers appointed and sworn in by the Moderator for the auditorium:

Bonnie Hilton
Jennifer Smith-McCarthy
Robert Yeager

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag.

Mr. Jacobsen noted the need for members for various committees within the community, most notably the Finance Committee. This committee meets weekly prior to Town Meeting to hear budgets and articles. Interested parties should contact the Moderator or the Board of Selectmen.

The Moderator then made opening remarks concerning the forty-four business articles to be acted upon this evening. Officials elected and appointed to various Boards and Committees, the Town Administrator, and the Superintendent of Schools all prepare budgets and article requests. These budgets and articles are presented to the Finance Committee which hears all the information. The Finance Committee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at Town Meeting itself. Town Meeting members present tonight will make the final decision on these budgets and articles.

The Moderator then gave a brief description of the procedures to be followed this evening. A simple majority vote is required for most articles. This will be done through a voice vote. A standing vote count will be taken should there be any question of the voice vote. It will be clearly stated when a two-thirds or four-fifths majority vote is required. Procedural issues such as:

Main Motion and Amendment, Moving the Question, Point of Order, Standing Count, and Reconsideration of Articles were explained by the Moderator.

Mr. Jacobsen introduced Peter Jurmain, Chairman, Millis Finance Committee, for opening remarks. Mr. Jurmain introduced members of the Finance Committee, as follows: Susan Vecchi, Richard Molloy, Craig Schultze, Jodie Garzon, Doug Riley and Jerry Nunnaley.

Mr. Jurmain then made opening remarks concerning the increasingly difficult financial challenges and decisions the Finance Committee faces in presenting their recommendations to Town Meeting members. The Finance Committee is presenting a more detailed report in order to assist townspeople in their understanding of the Town's fiscal needs.

Mr. Jurmain, presented charts representing an overview of the Town's budget for this year as follows:

Addendum A—Town of Millis Finance Report for FY 17

Chart 1—Sources of Revenue

Chart 2—Operating Budget as a % of Total Operating Budget

Chart 3—History of Non-Discretionary Budgets

Chart 4—FY17 Operating Budget Increase

Chart 5—Water Enterprise Fund—History

Chart 6—Sewer Enterprise Fund—History

Of particular importance is the fact that from a \$28 million operating budget, less than \$500,000.00 is available as discretionary funds. The balances of the budgets are dedicated, non-discretionary funds. The Finance Committee will present an overview of each article and its recommendation. Town Meeting members will have the final determination on each article.

Motion was made by Peter Jurmain and seconded that the reading of the Warrant and return of service thereof be omitted and it was Voted.

Motion was made by Peter Jurmain and seconded that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter and it was Voted.

For the Town Election Ballot:

Election held May 2, 2016, to determine Town Officials and an Override Question for purposes of road repairs.

ARTICLE 1. To choose a Moderator for one year, a Selectman for three years, a member of the School Committee for three years, a member of the Library Trustees for three years, a member of the Library Trustees for one year, a member of the Planning Board for five years, a member of the Board of Health for three years, and a member of the Housing Authority for five years.

No action required by Town Meeting.

ARTICLE 2. Question #1.

“Shall the Town of Millis be allowed to assess an additional \$300,000.00 in real estate and personal property taxes for the purposes of road repairs for the fiscal year beginning July 1, 2016?”

QUESTION FAILED TO PASS 406—YES, 447—NO, 27—BLANKS

No action required by Town Meeting.

For Town Meeting action:

Finance Committee recommendation and/or commentary appears in italics after the motion.

ARTICLE 3. To see if the Town will vote to transfer from available funds or by transfer from the Stabilization Fund, a sum of money to pay **unpaid bills** incurred by Town departments from previous fiscal years, or act in any manner relating thereto.

Annual article to fund bills incurred in previous fiscal years. Recommend approval.

VOTED UNANIMOUSLY (4/5 VOTE REQUIRED) that the Town appropriate and raise by transfer the sum of \$8,435.72 for unpaid bills of prior fiscal years of which \$5,635.72 shall be from Free Cash and \$2,800.00 shall be from Water Surplus as follows:

Department	Vendor	Amount
Animal Control	Steve’s Auto Parts	\$ 20.54
Animal Control	Steve’s Auto Parts	\$ 115.31
Animal Control	Steve’s Auto Parts	\$ 15.87
DPW	W. Podzka & Sons. Landscape	\$ 600.00
Selectmen	Window Services Inc	\$ 4,884.00
DPW (from Water Surplus)	Utility Services Inc	\$ 2,800.00

ARTICLE 4. To see if the Town will vote to appropriate and raise by transfer from available funds or by transfer from the Stabilization Fund, a sum of money to meet **additional expenses** from the current fiscal year not sufficiently funded under Article 9 of the June 8, 2015 Annual Town Meeting, or act in any manner relating thereto.

Article is to provide for additional expenses incurred during the current fiscal year for the Police Department Wages, DPW—Snow Removal, School Department—Air Quality Testing, Building Department Wages, and Recreation Department Wages. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise by transfer from Free Cash the sum of \$227,428.02 to meet additional expenses from the current fiscal year not sufficiently funded under Article 9 of the June 8, 2015 Annual Town Meeting as follows:

Budget	Additional Amount	Thereby Increasing Line #	From	To
Police Wages	58,000.00	2	3,180,766.81	3,238,766.81
DPW HGWY. Expenses	30,000.00	5	974,415.08	1,004,415.08
School Expenses	61,000.00	3	13,820,990.36	13,881,990.36
Bldg. Inspector Wages	14,000.00	2	3,230,766.81	3,244,766.81
Recreation Wages	11,428.02	7	422,566.00	433,994.02
Reserve Fund	<u>53,000.00</u>	1	6,169,279.44	6,222,279.44
TOTAL	\$ 227,428.02			

ARTICLE 5. To see if the Town will vote to fix the compensation of elected officers, provide for a reserve fund, and determine what sums of money the Town will raise and appropriate, including appropriations from taxation, by transfer from available funds, and/or the Stabilization Fund **to defray charges and expenses to the Town, including debt and interest**, and a reserve fund for the general fund and sewer and water enterprise funds, for the fiscal year beginning July 1, 2016 and ending June 30, 2017, or act in any manner relating thereto.

Article appropriates the funding for the Operating Budget for the Town of Millis for Fiscal Year 2017. Recommend approval.

VOTED UNANIMOUSLY that the Town fix the compensation of elected officers, provide for a reserve fund, and determine the sums of money the Town will raise and appropriate, including appropriations from taxation, by transfer from available funds, to defray charges and expenses to the Town, including debt and interest, and a reserve fund for the general fund and sewer and water enterprise funds, for the fiscal year beginning July 1, 2016 and ending June 30, 2017 as outlined in Table 2 and as follows:

From taxation	\$27,624,911.58
From free cash	95,668.26
From overlay surplus	42,508.93
From ambulance fund	245,000.00
From perpetual care interest	332.00
From sale of cemetery lots	14,100.00
From cell tower revenue	32,650.00
From septic betterments	635.98
From bond premium	<u>32,004.19</u>
Total	\$28,087,810.94

See following pages for Table 2

ARTICLE 6. To see if the Town will vote to appropriate and raise or transfer from available funds a sum of money to **operate the water enterprise fund**, or act in any manner relating thereto.

Article funds the Millis Water Department for personnel, operating expenses, and debt service for the Fiscal Year 2017. Recommend approval.

VOTED UNANIMOUSLY that the Town vote the following sums be appropriated for the Water Enterprise:

Salaries/Wages	\$ 296,265.95
Expenses	372,651.19
Debt	<u>358,746.36</u>
Total	\$1,027,663.50

And that \$1,027,663.50 be raised as follows:

Water Department Receipts	\$ 1,027,663.50
---------------------------	-----------------

ARTICLE 7. To see if the Town will vote to appropriate and raise or transfer from available funds a sum of money to **operate the sewer enterprise fund**, or act in any manner relating thereto.

Article funds the Millis Sewer Department for personnel, operating expenses, and debt service for the Fiscal Year 2017. Recommend approval.

VOTED UNANIMOUSLY that the Town vote the following sums be appropriated for the Sewer Enterprise:

Salaries/Wages	\$ 223,226.38
Expenses	582,301.50
Debt	<u>308,702.96</u>
Total	\$1,114,230.84

And that 1,114,230.84 be raised as follows:

Sewer Department Receipts	\$ 850,590.21
Transfer From Sewer Betterment	<u>263,640.63</u>
Total	\$1,114,230.84

ARTICLE 8. To see if the Town will vote to adopt **amendments to Schedule A-Classification Plan, Schedule B-Salary Plan, Schedule C-Employee Benefits, and Schedule D-Policies and Procedures of the Town of Millis Personnel Plan**, effective July 1, 2016 or act in any manner relating thereto.

Article amends current wage schedule by 3%. There was no wage increase granted in Fiscal Year 2016. Recommend approval.

VOTED UNANIMOUSLY that the Town adopt amendments to Schedule A--Classification Plan, Schedule B--Salary Plan, of the Town of Millis Personnel Plan, effective July 1, 2016 as follows:

See following pages for Personnel Plan

ARTICLE 9. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for non-union **wage increases** in the fiscal year beginning July 1, 2016, or act in any manner relating thereto.

Article appropriates funds for wage increases for employees covered by the Personnel Plan and for those who have individual contracts. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise from Taxation the sum of \$26,412.00 for non-union wage increases in the fiscal year beginning July 1, 2016.

ARTICLE 10. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money to **fund the first year cost items contained in the contract between the Town of Millis and the Massachusetts Coalition of Police Local 171** effective July 1, 2016, or act in any manner relating thereto.

Contract has not been finalized. Recommend dismissal.

VOTED UNANIMOUSLY that Article 10 be dismissed.

ARTICLE 11. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money to **fund the first year cost items contained in the contract between the Town of Millis and Millis Police Association Dispatchers**, effective July 1, 2016, or act in any manner relating thereto.

Contract has not been finalized. Recommend dismissal.

VOTED UNANIMOUSLY that Article 11 be dismissed.

ARTICLE 12. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money to **fund the first year cost items contained in the contract between the Town of Millis and the Service Employees International Union Local 888**, effective July 1, 2015, or act in any manner relating thereto.

Contract has not been finalized. Recommend dismissal.

VOTED UNANIMOUSLY that Article 12 be dismissed.

ARTICLE 13. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money to **fund the first year cost items contained in the contract between the Town of Millis and the Millis School Traffic Supervisors Association** effective July 1, 2016, or act in any manner relating thereto.

Contract has not been finalized. Recommend dismissal.

VOTED UNANIMOUSLY that Article 13 be dismissed.

ARTICLE 14. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money to **fund the first year cost items contained in the contract between the Town of Millis and AFSCME Council 93 Local 1301** effective July 1, 2016, or act in any manner relating thereto.

Contract has not been finalized. Recommend dismissal.

VOTED UNANIMOUSLY that Article 14 be dismissed.

ARTICLE 15. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for **revaluing properties and data collection** to allow the Town to maintain compliance with the requirements of MGL Chapter 40, section 56, or act in any manner relating thereto.

The Department of Revenue requires all towns in the Commonwealth to revalue all properties yearly and undergo a state recertification audit once every three years. The next recertification audit in Millis will be for FY 2018. The process will start in FY 2017. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise by transfer from Free Cash the sum of \$51,000.00 for revaluing properties and data collection to allow the Town to maintain compliance with the requirements of MGL Chapter 40, section 56.

ARTICLE 16. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for the **valuation of personal property** or act in any manner relating thereto.

Similar to the property value audit in Article 15, every three years personal property valuations require a state recertification audit. The next recertification audit will be for FY 2018. The process will start in FY 2017. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise by transfer from Free Cash the sum of \$5,000.00 for the valuation of personal property.

ARTICLE 17. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for the **purchase of personal property valuation software**, or act in any manner relating thereto.

The purchase of new software for the Assessor's Department will allow more efficient updating of address and ownership information directly into their databases. This will reduce staff time for this task and lessen opportunities for human error by eliminating multiple points of data entry for recordkeeping. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise by transfer from Free Cash the sum of \$1,000.00 for the purchase of personal property valuation software.

ARTICLE 18. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for an independent **audit** of all accounts of the Town, **GASB 34 fixed asset maintenance, and an audit of school department accounts** as required under the education reform act, or act in any manner relating thereto.

Article funds the annual audit of town finances as required by law. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise by transfer from Free Cash the sum of \$40,000.00 for an independent audit of all accounts of the Town, GASB 34 fixed asset maintenance, and an audit of school department accounts as required under the education reform act.

ARTICLE 19. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds, a sum of money for the **Stabilization Fund** or act in any manner relating thereto.

The Town of Millis has adopted a policy to maintain a stabilization fund equal to 5% of its annual General Fund Budget Expenditures to be used for unforeseen and emergency purposes. The fund is currently below its 5% target, and this transfer will help build the fund's balance to the 5% level. Recommend approval.

VOTED UNANIMOUSLY (2/3 VOTE REQUIRED) that the Town appropriate and raise the sum of \$205,691.81 for the Stabilization Fund, of which \$72,331.81 shall by taxation and of which \$133,360.00 shall be by transfer from Free Cash.

ARTICLE 20. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for purchase and installation of **replacement carpet at the Veterans Memorial Building**, or act in any manner relating thereto.

The carpet outside the Council on Aging has endured 16 years of high traffic and is in poor condition. The carpet needs to be replaced, but the Town is able to use funds from FY2016 to replace the carpet as soon as possible. Recommend dismissal.

VOTED UNANIMOUSLY that Article 20 be dismissed.

ARTICLE 21. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund or by borrowing under the provisions of M.G.L. Chapter 44, or any other enabling authority, a sum of money for a **used bucket truck**; or act in any manner relating thereto.

Recommend dismissal.

VOTED UNANIMOUSLY that Article 21 be dismissed.

ARTICLE 22. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, or any other enabling authority, a sum of money to purchase and equip a **new ambulance**, including the payment of all costs incidental and related thereto, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project, or act in any manner relating thereto.

Recommend approval.

VOTED UNANIMOUSLY (2/3 VOTE REQUIRED) that the Town appropriate and raise by borrowing the sum of \$260,000.00 to purchase and equip a new ambulance, including the payment of all costs incidental and related thereto, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project.

ARTICLE 23. To see if the Town of Millis will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, a sum of money for wages and expenses for the **Fire Department Advanced Life Support initiative**, and authorize the Board of Selectmen to dispose of the old equipment by trading against the purchase price of the new equipment, by outright sale, auction, or otherwise, or act in any manner relating thereto.

Recommend approval.

VOTED UNANIMOUSLY that the Town raise and appropriate by transfer from Free Cash the sum of \$20,000.00 for wages and expenses for the Fire Department Advanced Life Support initiative.

ARTICLE 24. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, or any other enabling authority, a sum of money for **local road improvements**, or act in any manner relating thereto.

Recommend dismissal.

Discussion relative to the merits of this article ensued. Override for road improvements failed at the annual Town Election.

It was moved and seconded to MOVE THE QUESTION. Motion PASSED BY VOICE VOTE declared by the Moderator with a few in opposition.

MOTION CARRIED BY MAJORITY VOICE VOTE WITH SEVERAL NO VOTES that Article 24 be dismissed.

ARTICLE 25. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, or any other enabling authority, a sum of money to purchase a new **street sweeper**, including the payment of all costs incidental and related thereto, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project, or act in any manner relating thereto.

Article purchases a new street sweeper. Cost analysis of the price of purchasing a street sweeper, versus the cost of contracting for street sweeping, revealed that it makes more sense over time to purchase a street sweeper. The current sweeper is 19 years old. Recommend approval.

VOTED BY STANDING COUNT, 265—YES, 21—NO, (2/3 VOTE REQUIRED) that the Town raise and appropriate by borrowing under the provisions of M.G.L. Chapter 44, or any other enabling authority, the sum of \$216,800.00 to purchase a new street sweeper, including the payment of all costs incidental and related thereto, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project.

ARTICLE 26. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, or any other enabling authority, a sum of money for a **sewer system expansion study** including the payment of all costs incidental and related thereto, or act in any manner relating thereto.

Article funds a study for the continued expansion of the town sewer system. The cost is \$21,000.00 for the study, and will be funded through Sewer rates. Recommend approval.

Discussion ensued both for and against the three areas of Millis being considered for sewer expansion. They are: Area B11—Village Street from Main Street to Forest Road, including side streets, and Forest Road from Bow Street to Village Street; Area F—Includes portion of Orchard Street, Bullard Lane, Holbrook Drive, Walnut Street, Brookview Drive, and portion of Middlesex Street; and Area F1—Bullard Lane and Middlesex Street from Brookview Drive to Town line.

PASSED BY STANDING COUNT 127—YES, 118—NO that the Town appropriate \$21,000.00 for the Sewer Enterprise Fund for a sewer expansion study and that \$21,000.00 be raised from Sewer Department Receipts.

ARTICLE 27. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for water system improvements, including replacement of the **Dover Road water main**, including the payment of all costs incidental and related thereto,

and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project, or act in any manner relating thereto.

Article funds water system improvements on Dover Road, including the replacement of the water main. The water main remediation will also include road improvements. The cost of the article is \$1,659,630.00, and will come from borrowing. Recommend approval.

VOTED UNANIMOUSLY (2/3 VOTE REQUIRED) that the Town appropriate and raise by borrowing under the provisions of M.G.L. Chapter 44, the sum of \$1,659,630.00 for water system improvements, including replacement of the Dover Road water main, including the payment of all costs incidental and related thereto, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project.

ARTICLE 28. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for **water system improvements**, including repairs to Wells 1 and 2 and to the George D'Angelis Water Treatment Facility, including the payment of all costs incidental and related thereto, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project, or act in any manner relating thereto.

Article funds water system improvements at the D'Angelis Water Treatment Facility. The cost of the article is \$189,200.00. Recommend approval.

VOTED UNANIMOUSLY (2/3 VOTE REQUIRED) that the Town raise and appropriate by borrowing under the provisions of M.G.L. Chapter 44, the sum of \$189,200.00 for water system improvements, including repairs to Wells 1 and 2 and to the George D'Angelis Water Treatment Facility, including the payment of all costs incidental and related thereto, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project.

ARTICLE 29. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, a sum of money for engineering, construction, training and inspection costs necessary to comply with and implement **EPA mandated stormwater management improvements**, or act in any manner relating thereto.

Recommend approval.

VOTED UNANIMOUSLY that the Town raise and appropriate by transfer from Free cash the sum of \$35,000.00 for engineering, construction, training and inspection costs necessary to comply with and implement EPA mandated stormwater management improvements.

ARTICLE 30. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for **repairs to the DPW Garage**, including the payment of all costs incidental and related thereto, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project, or act in any manner relating thereto.

Recommend approval.

VOTED UNANIMOUSLY (2/3 VOTE REQUIRED) that the Town appropriate and raise by borrowing under the provisions of M.G.L. Chapter 44, the sum of \$250,000.00 for repairs to the DPW Garage, including the payment of all costs incidental and related thereto, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project.

ARTICLE 31. To see if the Town will vote to appropriate a sum of money, or reserve a sum of money from the **Community Preservation Fund**, for the Historic Resources Reserve, the Community Housing Reserve, the Open Space Reserve, or the Budgeted Reserve, from annual revenues in the amounts recommended by the Community Preservation Committee, for committee administrative expenses, community preservation projects and/or other expenses in fiscal year 2017, with each item to be considered a separate appropriation; or act in any manner relating thereto.

Annual article appropriating Community Preservation funds and allocating the funds into the various reserves as required in the Community Preservation Act. Recommend approval.

Moderator Paul Jacobsen informed Town Meeting members the Community Preservation Committee, at an open public hearing held on Thursday, May 5, 2016, voted unanimously to recommend approval of this article.

VOTED UNANIMOUSLY that the Town appropriate and reserve the sums listed below from the Community Preservation Fund, for the Historic Resources Reserve, the Community Housing Reserve, the Open Space Reserve, or the Budgeted Reserve, from annual revenues in the amounts recommended by the Community Preservation Committee, for committee administrative expenses, community preservation projects and/or other expenses in fiscal year 2017, with each item to be considered a separate appropriation as follows:

Appropriations

From 2017 estimated revenues for Committee Administrative expenses:	\$ 7,532.00
Dewey Land:	
From undesignated fund balance for short term debt principal:	\$ 60,000.00
From undesignated fund balance for short term debt interest:	\$ 435.57
Veterans Memorial Building:	
From undesignated fund balance for short term debt principal:	\$ 21,250.00
From undesignated fund balance for short term debt interest:	\$ 10,712.00

Reserves

From FY2017 estimated revenues for Historic Resources Reserve:	\$ 15,064.00
From FY2017 estimated revenues for Community Housing Reserve:	\$ 15,064.00
From FY2017 estimated revenues for Open Space Reserve:	\$ 15,064.00
From FY2017 estimated revenues for Budgeted Reserve:	\$ 80,000.00

ARTICLE 32. To see if the Town will vote to appropriate a sum of money by borrowing under the provisions of M.G.L. Chapter 44 and MGL 44B Section 11, or any other enabling authority; or from the Community Preservation Historic Resource Reserve Fund and/or the Community Preservation Fund Budgeted Reserve and/or the Undesignated Fund or to transfer from funds remaining under Article 49 of the May 12, 2014 Annual Town Meeting, for the **Veterans Memorial Building Historic Door Replacement and Refurbishment Project**, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or Chapter 44B or any other enabling authority, to and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project, or act in any manner relating thereto.

Article funds replacement of doors at the Veteran's Memorial Building using CPC Historical funds. Recommend approval.

Moderator Paul Jacobsen informed Town Meeting members the Community Preservation Committee, at an open public hearing held on Thursday, May 5, 2016, voted 5-1 to recommend approval of this article.

PASSED BY MAJORITY VOTE, ONE IN OPPOSITION, that the Town appropriate and raise the sum of \$44,874.00 from the Community Preservation Fund Budgeted Reserve for the Veterans Memorial Building Historic Door Replacement and Refurbishment Project, and to authorize the Board of Selectmen to take all actions necessary to carry out this project.

ARTICLE 33. To see if the Town will vote in accordance with M.G.L. Chapter 41, section 4A, and Chapter 268A section 21A, **to authorize the Board of Health to appoint any of its members to another town office or position for which it has appointing authority**, for the term provided by law, if any, otherwise for a term not exceeding one year, and to fix the salary of such appointee, notwithstanding the provisions of MGL Chapter 43, Section one hundred and eight, or act in any manner relating thereto.

Annual article granting appointing authority to the Board of Health. Recommend approval.

VOTED UNANIMOUSLY that the Town authorize the Board of Health to appoint any of its members to another town office or position for which it has appointing authority, for the term provided by law, if any, otherwise for a term not exceeding one year, and to fix the salary of such appointee at zero dollars, notwithstanding the provisions of MGL Chapter 43, section one hundred and eight.

ARTICLE 34. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of money **air testing costs** at the **Clyde Brown School** including all costs incidental and relating thereto, or act in any manner relating thereto.

Recommend approval.

PASSED BY MAJORITY VOTE WITH A FEW IN OPPOSITION that the Town appropriate and raise by transfer from Free cash the sum of \$10,000.00 for air testing costs at the Clyde Brown School including all costs incidental and relating thereto.

ARTICLE 35. To see if the Town will vote to authorize the School Committee to enter into a lease of school buses for a period of three or more years, and further to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for the fourth annual payment of a lease and/or for the purchase of school buses, or act in any manner relating thereto.

Article funds the fourth year of a five year lease for six full size school buses and one mini bus. Recommend approval.

VOTED UNANIMOUSLY that the Town authorize the School Committee to enter into a lease of school buses for a period of three or more years, and further to appropriate and raise by transfer from Free Cash the sum of \$79,000.00 for the fourth annual payment of a lease and/or for the purchase of school buses.

ARTICLE 36. To see if the Town will vote to authorize the School Committee to enter into a lease of school computers for a period of three or more years, and further to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of money to purchase, and/or for the first annual payment of a lease purchase agreement for **school computers**, or act in any manner relating thereto.

Annual article funding a three year cycle of computer leases for use in the schools. Recommend approval.

VOTED UNANIMOUSLY that the Town authorize the School Committee to enter into a lease of school computers for a period of three or more years, and further to appropriate and raise by

transfer from Free Cash the sum of \$69,900.00 for the first annual payment of a lease and/or for the purchase of school computers.

ARTICLE 37. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for **Medicaid/Medicare Reimbursement Services**, or act in any manner relating thereto.

Annual article funding payment to a service to file for Medicaid reimbursement for services rendered by the schools. Reimbursed funds are returned to the Town's general fund. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise by transfer from Free Cash the sum of \$5,000.00 for Medicaid/Medicare Reimbursement Services.

ARTICLE 38. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, a sum of money **for a Household Hazardous Waste Collection Day**, or act in any manner relating thereto.

Article approves \$15,000.00 for the town to pay portion of the cost of operating a drop-off and collection station for household hazardous waste. Recommend dismissal.

PASSED BY MAJORITY VOTE WITH A FEW IN OPPOSITION that Article 38 be dismissed.

ARTICLE 39. To see if the Town will vote to grant the Board of Selectmen authority to initiate a municipal aggregation program to **aggregate the electrical load of interested residents and businesses within the Town** independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt-out of the aggregation pursuant to M.G.L. c. 164, § 134; and to authorize the Board of Selectmen to (i) enter into one or more agreements with one or more consultants to assist the Town with the development, implementation and administration of such aggregation program for a term of more than three years, and (ii) take any actions and execute any other documents and ancillary agreements necessary, convenient, or appropriate to accomplish the foregoing and to implement and administer the aggregation program and consultant agreements, which agreements and documents shall be on such terms and conditions and for such consideration as the Board of Selectmen deems in the best interests of the Town; or take any other action relative thereto.

Article authorizes the Board of Selectmen to enter into an agreement for the bulk purchase of Energy on behalf of Millis residents who currently purchase their power from EverSource, if such an agreement is favorable relative to current rates. Recommend approval.

PASSED BY MAJORITY VOTE WITH A FEW IN OPPOSITION that the Town grant the Board of Selectmen authority to initiate a municipal aggregation program to aggregate the electrical load of interested residents and businesses within the Town as outlined in Article 39.

ARTICLE 40. To see if the Town will vote to **amend its General Bylaws** by amending Article VIII. Police Regulations, by inserting a new Section 48, entitled **Construction Noise**, as stated below, or take any other action relative thereto.

“48. Construction Noise

It shall be unlawful for any person or persons to create, assist in creating, continue, or allow to continue any loud noise related to non-public construction activities as outlined below prior to 7:00 am and after 8:00 pm on weekdays, Saturdays, or any state or federal holiday which either annoys, disturbs, injures, or endangers the reasonable quiet, comfort, repose or the health and safety of others within the Town. Additionally, it shall be unlawful for any person or persons to create, assist in creating, continue or allow to continue any excessive, unnecessary, or unusually loud noise related to non-public construction activities as outlined below on Sundays and the following holidays: New Year’s, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas.

Construction shall mean those activities requiring a building permit, and shall also include any site preparation, earth removal, grading, assembly, erection, substantial repair, alteration, or similar action, including demolition, for or of private streets, structures, utilities, or similar non-public property. Construction noise shall be that noise generated by manual or mechanical activities associated with construction. This bylaw shall not be construed to prevent or restrict in any way public construction activities carried out by, or on behalf of, the Department of Public Works.

Noise associated with Emergency Work or Emergency Vehicles is exempt from the provisions of this Bylaw. Emergency Work shall mean any work performed in an effort to protect, provide, or restore public safety, or work by private or public utilities when restoring utility service. Emergency Vehicles shall mean any vehicle operated in an effort to protect, provide, or restore public safety including, but not limited to, ambulances, police vehicles and fire vehicles.

Noise associated with construction activities during the restricted hours described in this section may occur only with prior written authorization of the Police Chief when necessary to continue or complete a project, and shall be exempt from the provision of this Bylaw. The Police Chief shall grant such prior written authorization only upon a showing of good cause.

The restrictions set forth in this bylaw shall not apply to construction activity where there is no evidence of such activity audible at the property line of the property where construction is taking place.

Notwithstanding the foregoing, nothing in this section shall limit the authority of a Special Permit Granting Authority, where applicable, to set or limit construction hours as part of the issuance of a special permit.”

Article would, with few exceptions, limit the generation of noise related to private construction activity to non-holiday days between the hours of 7am and 8pm Monday through Saturday. Recommend approval.

Discussion ensued relative to restrictions on private property owners.

It was moved and seconded to AMEND motion to change hours of operation permitted to read “prior to 7:00 a.m. and after 6:00 p.m.” and to add at the end of first paragraph the words “and any other Norfolk County holidays.”

It was moved and seconded to MOVE THE QUESTION. Motion PASSED UNANIMOUSLY.

AMENDMENT PASSED BY MAJORITY VOTE as declared by the Moderator.

Discussion continued on the article as amended.

PASSED BY MAJORITY VOTE that the Town amend its General Bylaws by amending Article VIII. Police Regulations, by inserting a new Section 48, entitled Construction Noise, as set forth in Article 40 as amended.

ARTICLE 41: To see if the Town will vote to **amend the Millis Zoning By-law** as follows:

“

- 1. By amending Zoning By-law Section II. Definitions by inserting the following new definitions, alphabetically:**

Assisted Living: A combination of housing, ancillary support services and personalized care that is designed to respond in a homelike setting to the individual needs of adults requiring assistance with Activities of Daily Living and Self-administered Medication Management, but who do not require the skilled medical care provided in a nursing facility.

Assistance with Activities of Daily Living (ADL): As defined in Section 1 of Chapter 19D of the Massachusetts General Laws, which includes the physical support, aid or assistance with bathing, dressing, grooming, ambulation, eating, toileting or other similar tasks.

Assisted Living Residence or Residence (ALR): As defined in Section 1 of Chapter 19D of the Massachusetts General Laws, which shall include any entity, however organized, whether conducted for profit or not for profit, which meets all of the following criteria:

1. Provides room and board;
2. Provides, directly by employees of the entity or through arrangements with another organization which the entity may or may not control or own, assistance with activities of daily living for three or more adult residents who are not related by consanguinity or affinity to their care provider; and
3. Collects payment or third party reimbursements from or on behalf of residents to pay for the provisions of assistance with activities of daily living or arranges for the same.

Dwelling Unit for Assisted Living Residences: A portion of an Assisted Living Residence designed for and occupied by one or two individuals as the private living quarters of such individuals.

Self-administered Medication Management (SAMM): As defined in Section 1 of Chapter 19D of the Massachusetts General Laws, which includes reminding residents to take medication, opening containers for residents, opening prepackaged medication for residents, reading the medication label to residents and observing residents while they take the medication, checking the self-administered dosage against the label of the container, and reassuring residents that they have obtained and are taking the dosage as prescribed.

2. By amending Zoning By-law Section V. Use Regulations. Table 1. Use Regulations. Principal Uses. Community Facilities, by adding the following new use:

	<u>R-T</u>	<u>R-S</u>	<u>R-V</u>	<u>R-V-C</u>	<u>C-V</u>	<u>C-V-2</u>	<u>V-B</u>	<u>I-P</u>	<u>I-P-2</u>
19. Assisted Living Residence	SPB	SPB	SPB	SPB	N	SPB	N	N	SPB

3. By Amending Zoning By-law Section XIII. Special Permit Conditions, by adding the following new subsection:

U. Assisted Living Residences

1. Purpose:

The purpose of this section is to provide for the availability of Assisted Living and Residences (ALR) and services in the Town of Millis by Special Permit. Assisted Living is a special combination of housing, ancillary support services and personalized care that is designed to respond in a homelike setting to the individual needs of adults requiring Assistance with Activities of Daily Living and/or Self-administered Medication Management, but who do not require the skilled medical care provided in a nursing facility. Assisted Living Residences may be established singularly or as a part of a more comprehensive life care or continuum of care community.

2. General Regulations:

- a. Development of an ALR under this Bylaw may only be authorized by a Special Permit granted by the Planning Board which shall follow the requirements for Special Permits as set forth in MGL Chapter 40A, Section 9 and pursuant to Section XII. Q. Special Permits of this Bylaw.
- b. No Dwelling Unit shall consist of more than two (2) bedrooms.
- c. Dimensional Requirements:

	R-T	R-S	R-V
Minimum lot area	5 acres	5 acres	5 acres
Maximum permitted height (ft)	35	35	35
Maximum permitted height (stories)	2 ½	2½	2½
Minimum lot frontage (ft)	200	125	250

Minimum depth (ft)	300	200	400
Minimum front yard (ft)	40	40	50
Minimum side yard (ft)	40	20	50
Minimum rear yard (ft)	40	40	50
	R-V-C	C-V-2	I-P-2
Minimum lot area	5 acres	5 acres	5 acres
Maximum permitted height (ft)	35	35	35
Maximum permitted height (stories)	2 ½	2½	2½
Minimum lot frontage (ft)	250	150	200
Minimum depth (ft)	400	200	250
Minimum front yard (ft)	50	40	40
Minimum side yard (ft)	50	20	20
Minimum rear yard (ft)	50	30	30

3. Development Standards:

Prior to the issuance of a Special Permit under this ALR Bylaw, the applicant shall submit the information necessary to demonstrate to the Special Permit Granting Authority that the following development standards have been met:

- a) The proposed use shall not produce adverse effects on the use or development of the neighboring area because of noise, traffic, lighting or other nuisances.
- b) The site shall not create or generate excessive noise, air pollution and other harmful physical influences.
- c) All utilities on the site shall be installed underground pursuant to approved methods of installation and construction.
- d) The ALR shall have an integrated emergency call, security, telephone and other communication systems to provide monitoring for its residents and direct line connection to the Millis Fire Department. Additionally, each individual Dwelling Unit shall be equipped with an emergency call system linked to a central office within the ALR development, which shall be staffed 24 hours a day.
- e) All roadways, walkways and paths shall be privately maintained with respect to upkeep and snow and ice removal.
- f) Open space shall be used to protect valuable natural environments such as streams, valleys, outstanding vegetation or scenic spots.
- g) The site, when utilized for the purposes of this Section and combined with any other use or uses allowed in the underlying zone district, shall be of sufficient size, shape, topography and location as determined by the Planning Board to be capable of accommodating such multiple uses.

4. Technical Quality:

In considering a special permit application under this section, the Planning Board shall evaluate the technical quality of the site plan to assure the advisability of approval after considering the following matters:

- a) Protection of adjoining premises by provisions to control surface water drainage, to maintain adequate sound and sight buffers and to preserve views, light and air.
- b) Convenience and safety of vehicular and pedestrian movement within the site, the location of driveway openings in relation to traffic or to adjacent street, and compliance with other regulations for the handicapped and the elderly.
- c) Protection and enhancement of existing site features.
- d) Relationship of structures and open spaces to the natural landscape, existing structures and other community assets in the area.
- e) Protection of environmental features, particularly groundwater resources, on the site and in adjacent areas and adequate protection to prevent pollution of surface and groundwater and adequate measures to prevent soil erosion, increased stormwater volume and rate of runoff, changes in groundwater recharge level(s) or elevation(s) and flooding.

5. Landscape Regulations:

- a) The ALR shall be integrated into the existing terrain and surrounding landscape, shall be designed in harmony with abutting properties and community amenities, and shall be consistent with the neighborhood character.
- b) The side and rear lot lines shall provide a screening of sufficient height, the type of which shall be as approved by the Planning Board. Plant materials, if used, shall be characterized by dense growth which will form an effective year round screen, consisting of natural materials. To the extent practical, existing trees and vegetation shall be retained and used to satisfy the provisions of this section.
- c) All outdoor refuse collection and loading areas shall be screened from adjoining streets and abutting properties, to protect against noise, sound, and odor intrusions upon abutting properties. Such screening shall be of sufficient height, visually impermeable, of either fence or through the use of appropriate landscaping, as per the Planning Board's discretion.
- d) All parking areas shall be adequately screened from abutting properties, to prevent noise, light and odor intrusions upon abutting properties. If landscaping is used, it shall be designed to provide year round protection.
- e) Scenic views from public ways shall be preserved.

6. Parking Requirements:

- a) One (1) off-street parking space shall be provided for every two (2) Dwelling Units.
- b) Employee/staff parking shall be segregated from residential and visitor parking and so designated by signs.
- c) Parking shall not be permitted within the required setback area.

7. Accessory Uses:

The following accessory uses shall be allowed within the property limits of an ALR;

- a) A garage for common use vehicles owned by the operating entity.
- b) A single-story building to house snow removal, lawn maintenance and recreational equipment.
- c) Outdoor swimming pools, tennis and other recreational courts, playing fields, putting green, bocce courts, gardens, trails/pathways, covered and uncovered sitting areas and residential greenhouses, provided they are for the personal use of ALR residents and not for retail or commercial use.
- d) Passive recreational accessory uses, including but not limited to, gardens, trails/pathways and uncovered sitting areas, may be permitted within the required setback areas, by waiver of the Planning Board.

8. Non-Residential Services:

The operator of an ALR may also provide optional services on the development site including but not limited to local transportation, barber/beauty services, laundry services, banking, retail sales, library, chapel, health club, infirmary, workshop and other recreational facilities and amenities, provided that:

- a) Such services are for the sole use of the residents and employees of the ALR only, and not open to the general public.
- b) Such services are conducted and accessible only from within a principal building (with the exception of service/delivery entries).
- c) There is no exterior signage or other evidence of such uses visible beyond the development site.
- d) The appearance and character of the Non-Residential uses are compatible with the residential development.
- e) Non-Residential Services shall not exceed twenty (20%) percent of the gross floor area allocated for residential use unless approved by the Planning Board.

9. Stormwater Management:

Each applicant shall have the burden of demonstrating that the project shall comply with both Best Management Guidelines for the management of stormwater and any applicable EPA, DEP, or town stormwater management guidelines and shall provide pre-construction and post-construction drainage calculations, which shall be based upon soil testing which has been witnessed by an appropriate Town Official, either the Health Agent or other agent identified by the Planning Board.

10. Open Space Considerations:

Each ALR shall give consideration to providing open spaces within the development. Where possible, existing trees and vegetation shall be preserved and integrated into the landscape design plan to ensure visual privacy between structures, abutting properties, and neighborhoods.

11. Lapse through Abandonment or Discontinuance:

In the event an ALR is utilized pursuant to a Special Permit issued hereunder and the use authorized is abandoned or ceases for one year, the Special Permit shall be deemed to have lapsed and the use shall not resume without issuance of a new Special Permit, unless the owner of the subject land or operator of the subject land returns to the Special Permit Granting Authority and applies for a modification to the Special Permit to allow a greater lapse period before the Special Permit lapses. Once a special permit lapses, the subject property shall only be used for a conforming use or a use authorized by all necessary zoning relief that has taken final effect.”

or act in any manner relating thereto.

Article amends the town’s Zoning By-Laws to include a section defining and specifying the parameters under which an assisted living facility may be constructed and operated. Recommend approval.

Moderator Paul Jacobsen informed Town Meeting members the Millis Planning Board, at an open public hearing held on Tuesday, April 12, 2016, voted unanimously to recommend approval of this article.

Significant debate ensued. It was moved and seconded to MOVE THE QUESTION. This motion FAILED BY STANDING COUNT 143—YES, 96—NO (2/3 VOTE REQUIRED).

Discussion continued.

VOTED BY STANDING COUNT 209—YES, 20—NO (2/3 VOTE REQUIRED) that the Town amend the Millis Zoning Bylaw as set forth in Article 41.

ARTICLE 42. To see if the Town will vote to **amend the Millis Zoning Bylaw** as follows:

To amend Zoning Bylaw Section VII. Signs F. Illumination, by deleting the following language:
“

1. In residential districts signs shall be illuminated only with white light by indirect method.

2. In commercial and industrial districts, signs may be illuminated internally or with white light by indirect method.

and by substituting therefore the following language:

1. In residential districts signs shall be illuminated only with white light by indirect method.
2. All new or replacement free standing signs located on Route 109 Main Street, between Adams Street and Hammond Lane, shall be illuminated only with white light by indirect method.
3. In all other commercial and industrial districts, signs may be illuminated internally or with white light by indirect method.”

or act in any manner relating thereto.

Article amends the town's Zoning By-Laws to require that all free-standing signs, either newly constructed or replaced/renovated, only be illuminated by indirect white light. This new requirement only applies to the downtown area on Main Street between Adams Street and Hammond Lane. Recommend approval.

Moderator Paul Jacobsen informed Town Meeting members the Millis Planning Board, at an open public hearing held on Tuesday, April 12, 2016, voted unanimously to recommend approval of this article.

VOTED UNANIMOUSLY (2/3 VOTE REQUIRED) that the town amend the Millis Zoning By-law as set forth in Article 42.

ARTICLE 43. To see if the Town will vote to authorize or **reauthorize**, pursuant to M.G.L. Chapter 44 Section 53E 1/2, the following **revolving funds**:

- A. Oak Grove Farm Revolving Fund, said fund to be credited with the receipts from user fees, and the sale of bricks, under the authority of the Oak Grove Farm Commissioners, proceeds to be used for Oak Grove Farm Maintenance, such expenditures not to exceed \$35,000;
- B. Animal Control Shelter Revolving Fund, said fund to be credited with the receipts from the operation of the shelter, under the authority of the Board of Selectmen, proceeds to be used for kennel maintenance and construction costs, such expenditures not to exceed \$3,000;
- C. Fire Alarm Revolving Fund, said fund to be credited with the fees and fines relative to fire alarms, under the authority and direction of the Board of Selectmen, proceeds to be used for the costs of labor, equipment and services, to maintain the fire alarm system, such expenditures not to exceed \$10,000;
- D. Historical Commission Revolving Fund, said fund to be credited with the fees generated by user fees or appropriations, under the authority and direction of the Historical Commission, proceeds to be used for the maintenance of historical buildings and grounds, such expenditures not to exceed \$12,000;
- E. Ambulance Department Revolving Fund, said fund to be credited with the fees generated by user fees, under the authority and direction of the Board of Selectmen, proceeds to be used to pay for ambulance expenses and billing collections, such expenses not to exceed \$20,000;

- F. Council on Aging Transportation Revolving Fund, said fund to be credited with the fees generated by user fees or appropriations, under the authority and direction of the Board of Selectmen, proceeds to be used for COA transportation programs, such expenditures not to exceed \$5,000;
- G. Veterans Memorial Building Custodial and Maintenance Revolving Fund, said fund to be credited with the fees generated by user fees or appropriations, under the authority and direction of the Board of Selectmen, proceeds to be used for custodial expenses, such expenditures not to exceed \$6,000;
- H. Food Service Revolving Fund, said fund to be credited with the fees generated by user and/or inspection fees or appropriations, under the authority and discretion of the Board of Health, proceeds to be used for food service inspections, such expenditures not to exceed \$4,500;
- I. Stormwater Management Revolving Fund, said fund to be credited with the fees generated by municipal stormwater connection and inspection fees or appropriations, under the authority and discretion of the Board of Selectmen, proceeds to be used for stormwater related inspections, tests, and engineering reviews, such expenditures not to exceed \$10,000;
- J. Board of Health Medical Services and Vaccination Fund, said fund to be credited with the receipts from vaccination reimbursements obtained from federal, state and private agencies, under the authority of the Board of Health, proceeds to be used for any necessary medical services, vaccinations, or supplies, such expenditures not to exceed \$6,000;
- K. Board of Health Rabies Clinic/Program, said fund to be credited with the receipts from vaccinations obtained from owners of animals under the authority of the Board of Health, proceeds to be used for any necessary medical services, vaccinations, or supplies, such expenditures not to exceed \$2,500;
- L. Continuing Education Revolving Fund, said fund to be credited with the receipts from users fees from continuing education classes such as drivers' education, under the authority of the School Committee, proceeds to be used for providing continuing education for students, such expenditures not to exceed \$50,000;
- M. Millis Public School Athletic Fields Revolving Fund, said fund to be credited with the receipts from fundraising for construction, renewal, and improvement of athletic fields, including but not limited to structures, equipment such as scoreboards and maintenance of the fields, under the authority of the School Committee, proceeds to be used for improvement of the Millis Public Schools athletic fields, such expenditures not to exceed \$35,000;
- N. Millis Public School Extracurricular Revolving fund, said fund to be credited with the receipts and donations from school-based extracurricular activities such as, but not limited to Dance, Drama, and Arts Performances. Funds will be used for expenses incurred by the extracurricular activities such as, but not limited to, rental of equipment, materials or costumes, purchase of items needed for performances and stipends for extracurricular instructors, such expenditures not to exceed \$8,000;
- O. Millis Public Library Special Use Fund, said fund to be credited with the fees generated by use of the public meeting rooms in the library or appropriations, under the authority and direction of the Trustees of the Library, proceeds to be used to pay staff salary for afterhours work, custodial expenses and other such expenses, not to exceed \$10,000;

or act in any manner relating thereto.

Article authorizes the town's Revolving Funds, as listed, in the amount shown for each account for the fiscal year ending June 30, 2017. Recommend approval

VOTED UNANIMOUSLY that the Town authorize or reauthorize pursuant to M.G.L. Chapter 44 Section 53E ½, the revolving funds outlined in Article 43.

ARTICLE 44. To see if the Town will vote to transfer from the Board of Selectmen, acting as the Board of Park Commissioners, for park purposes to the School Committee for school purposes, the care, custody, management and control of all or a portion of the parcels of land identified as Assessor's Map 30 as Lot 18 and Lot 20, and to authorize the Board of Selectmen to submit a petition for special legislation to the General Court under the provisions of Article 97 of the Amendments to the Massachusetts Constitution authorizing the foregoing transfers, said transfers to become effective upon the enactment of said Article 97 legislation and upon a determination of the Board of Selectmen, acting as the Board of Park Commissioners, that said parcels are no longer required for park purposes; or to act in any manner relating thereto.

Recommend approval.

VOTED BY STANDING COUNT 212—YES, 5—NO (2/3 VOTE REQUIRED) that the Town transfer from the Board of Selectmen, acting as the Board of Park Commissioners, for park purposes to the School Committee for school purposes, the care, custody, management and control of that portion of the parcels of land identified as Assessor's Map 30 as Lot 18 and Lot 20 as shown on the plan entitled "Millis School Project – Proposed Parcel – date May 6, 2016", and to authorize the Board of Selectmen to submit a petition for special legislation to the General Court under the provisions of Article 97 of the Amendments to the Massachusetts Constitution authorizing the foregoing transfers, provided, however, that said petition shall not be submitted to the Legislature until after a subsequent Town Meeting vote to restrict a substitute parcel or parcels of land for park purposes in accordance with the Article 97 Land Disposition Policy of the Executive Office of Environmental Affairs; and provided further that said transfers shall become effective upon the enactment of said Article 97 legislation and upon a determination of the Board of Selectmen, acting as the Board of Park Commissioners, that said parcels are no longer required for park purposes.

Motion made by Peter Jurmain, Chairman, Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn sine die at 11:55 p.m., the business of the Warrant having been completed.

Lisa Jane Hardin
Millis Town Clerk

OPERATING BUDGET SUMMARY - TABLE 2		FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ACTUAL	FY16 APPR	FY17 REQ	FY17 FC REC
GENERAL GOVERNMENT								
SELECTMENT/A								
SALARIES	\$189,565.15	\$222,360.61	\$249,470.55	\$238,066.32	\$251,613.98	\$251,841.21	\$251,841.21	\$251,841.21
EXPENSES	\$57,889.15	\$54,649.32	\$60,007.60	\$7,448.96	\$57,990.00	\$55,865.00	\$55,865.00	\$55,865.00
TOTAL	\$247,454.30	\$277,009.93	\$309,478.15	\$245,515.28	\$309,603.98	\$307,706.21	\$307,706.21	\$307,706.21
FINANCE COMMITTEE								
SALARIES	\$3,934.41	\$3,472.15	\$3,783.80	\$3,597.26	\$3,446.65	\$3,674.60	\$3,674.60	\$3,674.60
EXPENSES	\$7,398.15	\$6,586.81	\$7,580.79	\$9,723.61	\$6,529.00	\$8,436.00	\$8,436.00	\$8,436.00
TOTAL	\$11,332.56	\$10,058.96	\$11,364.59	\$13,320.87	\$9,975.65	\$12,110.60	\$12,110.60	\$12,110.60
RESERVE FUND								
EXPENSES	\$0.00	\$0.00	\$0.00	\$0.00	\$67,700.00	\$75,000.00	\$75,000.00	\$75,000.00
TOTAL	\$0.00	\$0.00	\$0.00	\$0.00	\$67,700.00	\$75,000.00	\$75,000.00	\$75,000.00
ACCOUNTANT/ID								
SALARIES	\$184,166.47	\$189,616.33	\$194,616.67	\$198,192.94	\$198,685.72	\$196,856.00	\$196,856.00	\$196,856.00
EXPENSES	\$3,167.82	\$3,262.39	\$4,186.62	\$5,199.86	\$5,188.00	\$5,188.00	\$5,188.00	\$5,188.00
TOTAL	\$187,334.29	\$192,878.72	\$198,803.29	\$203,392.80	\$203,873.72	\$202,044.00	\$202,044.00	\$202,044.00
ASSESSORS								
SALARIES	\$100,986.08	\$101,420.01	\$106,881.84	\$111,562.09	\$117,498.50	\$117,312.62	\$117,312.62	\$117,312.62
EXPENSES	\$5,498.48	\$5,482.29	\$6,366.24	\$6,391.33	\$7,060.00	\$6,396.00	\$6,396.00	\$6,396.00
TOTAL	\$106,484.56	\$106,902.30	\$113,248.08	\$117,953.42	\$124,558.50	\$123,708.62	\$123,708.62	\$123,708.62
TREASURER/COLLECTOR								
SALARIES	\$145,671.65	\$173,099.30	\$189,351.73	\$182,247.31	\$185,873.00	\$188,553.00	\$188,553.00	\$179,665.60
EXPENSES	\$22,930.77	\$20,435.12	\$22,615.34	\$25,785.78	\$27,475.00	\$26,845.00	\$26,845.00	\$26,845.00
TOTAL	\$168,602.42	\$193,534.42	\$211,967.07	\$208,033.09	\$213,348.00	\$215,398.00	\$215,398.00	\$206,510.60
TOWN COUNSEL								
EXPENSES	\$87,961.02	\$122,344.06	\$97,790.33	\$109,484.27	\$100,000.00	\$100,000.00	\$100,000.00	\$100,000.00
TOTAL	\$87,961.02	\$122,344.06	\$97,790.33	\$109,484.27	\$100,000.00	\$100,000.00	\$100,000.00	\$100,000.00
DATA PROCESSING								
SALARIES	\$14,392.76	\$14,870.10	\$15,168.96	\$15,472.00	\$15,472.00	\$15,472.00	\$15,472.00	\$15,472.00
EXPENSES	\$89,607.86	\$93,455.35	\$91,956.39	\$108,172.18	\$116,008.00	\$124,673.00	\$124,673.00	\$124,673.00
TOTAL	\$104,000.62	\$108,325.45	\$107,125.35	\$123,644.18	\$131,480.00	\$140,145.00	\$140,145.00	\$140,145.00
TOWN CLERK								
SALARIES	\$64,863.91	\$71,688.88	\$77,463.94	\$81,334.56	\$84,969.00	\$96,202.55	\$96,202.55	\$84,282.66
EXPENSES	\$4,300.00	\$3,595.21	\$4,399.84	\$4,400.00	\$4,400.00	\$5,775.00	\$5,775.00	\$5,575.00

OPERATING BUDGET SUMMARY - TABLE 2							FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ACTUAL	FY16 APPR	FY17 REQ	FY17 FC REC
ELECTIONS													
TOTAL							\$69,163.91	\$75,284.09	\$81,863.78	\$85,734.56	\$89,369.00	\$101,977.55	\$89,857.66
SALARIES							\$7,585.66	\$19,011.37	\$5,217.40	\$13,016.72	\$9,682.54	\$16,316.00	\$16,316.00
EXPENSES							\$7,530.99	\$13,435.08	\$6,360.00	\$8,945.04	\$9,560.00	\$10,630.00	\$10,630.00
TOTAL							\$15,116.65	\$32,446.45	\$11,577.40	\$21,961.76	\$19,242.54	\$26,946.00	\$26,946.00
REGISTRARS													
SALARIES							\$631.92	\$608.07	\$608.07	\$625.00	\$638.00	\$651.00	\$651.00
EXPENSES							\$2,741.98	\$3,275.73	\$3,385.00	\$3,484.43	\$3,585.00	\$3,825.00	\$3,825.00
TOTAL							\$3,241.71	\$3,883.80	\$3,993.07	\$4,109.43	\$4,223.00	\$4,476.00	\$4,476.00
CONSERVATION													
SALARIES							\$11,490.48	\$11,564.80	\$12,344.78	\$12,469.20	\$12,272.00	\$12,422.00	\$12,422.00
EXPENSES							\$3,889.14	\$4,766.53	\$2,899.34	\$1,694.85	\$4,777.00	\$4,777.00	\$4,777.00
TOTAL							\$15,379.62	\$16,331.33	\$15,244.12	\$14,164.05	\$17,049.00	\$17,199.00	\$17,199.00
PLANNING BOARD													
SALARIES							\$15,130.72	\$16,190.72	\$17,065.34	\$17,330.80	\$17,180.80	\$17,330.80	\$17,330.80
EXPENSES							\$5,487.73	\$3,839.25	\$9,456.51	\$4,686.46	\$9,425.00	\$9,425.00	\$9,425.00
TOTAL							\$20,618.45	\$20,029.97	\$17,065.34	\$22,017.26	\$26,605.80	\$26,755.80	\$26,755.80
BOARD OF APPEAL													
SALARIES							\$5,640.83	\$4,768.17	\$3,520.75	\$3,084.01	\$4,927.45	\$7,724.40	\$7,724.40
EXPENSES							\$1,338.64	\$1,938.09	\$981.00	\$872.46	\$1,500.00	\$1,500.00	\$1,500.00
TOTAL							\$6,979.47	\$6,706.26	\$4,501.75	\$3,956.47	\$6,427.45	\$9,224.40	\$9,224.40
GENERAL INSURANCE													
EXPENSES							\$250,693.95	\$253,280.54	\$273,340.87	\$320,038.00	\$381,583.00	\$397,158.00	\$397,158.00
TOTAL							\$250,693.95	\$253,280.54	\$273,340.87	\$320,038.00	\$381,583.00	\$397,158.00	\$397,158.00
TOWN REPORTS													
EXPENSES							\$1,220.90	\$1,200.00	\$1,119.11	\$1,194.17	\$0.00	\$0.00	\$0.00
TOTAL							\$1,220.90	\$1,200.00	\$1,119.11	\$1,194.17	\$0.00	\$0.00	\$0.00
TOWN BUILDINGS													
SALARIES							\$39,284.16	\$44,430.18	\$43,158.75	\$44,846.59	\$45,008.80	\$45,008.80	\$80,031.80
EXPENSES							\$198,348.16	\$179,859.72	\$206,814.38	\$202,223.05	\$217,765.00	\$217,765.00	\$230,666.24
TOTAL							\$237,632.32	\$224,289.90	\$249,973.13	\$247,069.64	\$262,773.80	\$262,773.80	\$310,698.04
EMPLOYEE BENEFITS													
EXPENSES							\$3,365,345.41	\$3,463,394.78	\$3,626,322.22	\$3,848,016.78	\$4,194,166.00	\$4,479,971.00	\$4,432,624.00
TOTAL							\$3,365,345.41	\$3,463,394.78	\$3,626,322.22	\$3,848,016.78	\$4,194,166.00	\$4,479,971.00	\$4,432,624.00

OPERATING BUDGET SUMMARY - TABLE 2							
	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ACTUAL	FY16 APPR	FY17 REQ	FY17 FC REC
LINE 1 - GENERAL GOVT	\$4,898,628.26	\$5,107,900.96	\$5,339,505.91	\$5,589,606.03	\$6,161,979.44	\$6,502,593.98	\$6,482,163.93
PUBLIC SAFETY							
POLICE DEPARTMENT							
SALARIES	\$1,367,955.11	\$1,471,259.76	\$1,522,614.65	\$1,568,199.76	\$1,551,700.00	\$1,546,546.51	\$1,546,546.51
EXPENSES	\$121,968.37	\$137,825.59	\$137,026.48	\$143,970.40	\$140,126.48	\$163,275.00	\$131,275.00
TOTAL	\$1,489,923.48	\$1,609,085.35	\$1,659,641.13	\$1,712,170.16	\$1,691,826.48	\$1,709,821.51	\$1,677,821.51
FIRE/RESCUE DEPARTMENT							
SALARIES	\$714,460.52	\$772,273.62	\$830,283.42	\$870,794.00	\$906,555.55	\$984,183.50	\$1,005,478.50
EXPENSES	\$98,788.41	\$111,317.23	\$100,527.18	\$98,949.18	\$102,565.00	\$109,337.15	\$107,337.15
TOTAL	\$813,248.93	\$883,590.85	\$930,810.60	\$969,743.18	\$1,009,120.55	\$1,093,520.65	\$1,112,815.65
DISPATCH							
SALARIES	\$196,204.64	\$204,511.34	\$217,135.39	\$216,694.69	\$241,386.00	\$236,387.15	\$236,387.15
EXPENSES	\$3,808.58	\$152.00	\$1,570.79	\$2,952.02	\$8,300.00	\$7,300.00	\$7,300.00
TOTAL	\$200,013.22	\$204,663.34	\$218,706.18	\$219,646.71	\$249,686.00	\$243,687.15	\$243,687.15
BUILDING DEPT.							
SALARIES	\$116,478.72	\$119,325.72	\$122,651.42	\$139,141.91	\$131,699.78	\$137,473.96	\$158,827.00
EXPENSES	\$6,987.06	\$6,507.18	\$6,577.14	\$6,950.92	\$7,390.00	\$8,740.00	\$8,740.00
TOTAL	\$123,465.78	\$125,832.90	\$129,228.56	\$146,092.83	\$139,089.78	\$146,213.96	\$167,567.00
SEALER W&M							
SALARIES	\$3,151.60	\$3,256.00	\$3,321.00	\$3,387.00	\$3,387.00	\$3,387.00	\$3,387.00
EXPENSES	\$0.00	\$109.69	\$159.72	\$14.03	\$150.00	\$150.00	\$150.00
TOTAL	\$3,151.60	\$3,365.69	\$3,480.72	\$3,401.03	\$3,537.00	\$3,537.00	\$3,537.00
EMERG MGMT COMM							
SALARIES	\$1,307.92	\$1,305.92	\$680.00	\$694.00	\$1,388.00	\$1,388.00	\$1,388.00
EXPENSES	\$1,618.35	\$1,590.72	\$1,596.23	\$779.49	\$1,619.00	\$1,619.00	\$1,619.00
TOTAL	\$2,926.27	\$2,896.64	\$2,276.23	\$1,473.49	\$3,007.00	\$3,007.00	\$3,007.00
ANIMAL CONTROL							
SALARIES	\$56,714.13	\$59,756.97	\$62,529.33	\$68,867.33	\$72,300.00	\$72,467.24	\$72,467.24
EXPENSES	\$12,129.55	\$12,729.95	\$12,615.45	\$13,417.67	\$12,200.00	\$13,300.00	\$11,300.00
TOTAL	\$68,843.68	\$72,486.92	\$75,144.78	\$82,285.00	\$84,500.00	\$85,767.24	\$83,767.24
LINE 2 - PUBLIC SAFETY	\$2,701,572.96	\$2,901,921.69	\$3,019,288.20	\$3,134,812.40	\$3,180,766.81	\$3,285,554.51	\$3,292,202.55

OPERATING BUDGET SUMMARY - TABLE 2							
EDUCATION	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ACTUAL	FY16 APPR	FY17 REQ	FY17 FC REC
MILLIS SCHOOLS							
SALARY&EXPENSE	\$11,733,762.26	\$12,269,844.85	\$12,904,982.47	\$13,108,486.32	\$13,820,995.36	\$13,820,995.36	\$14,357,995.36
TOTAL	\$11,733,762.26	\$12,269,844.85	\$12,904,982.47	\$13,108,486.32	\$13,820,995.36	\$13,820,995.36	\$14,357,995.36
LINE 3 - MILLIS SCHOOLS	\$11,733,762.26	\$12,269,844.85	\$12,904,982.47	\$13,108,486.32	\$13,820,995.36	\$13,820,995.36	\$14,357,995.36
TRICOUNTY SCHOOL							
EXPENSES	\$424,062.00	\$396,954.00	\$291,229.00	\$340,399.00	\$354,847.00	\$349,582.00	\$349,582.00
TOTAL	\$424,062.00	\$396,954.00	\$291,229.00	\$340,399.00	\$354,847.00	\$349,582.00	\$349,582.00
LINE 4 - TRI-COUNTY	\$424,062.00	\$396,954.00	\$291,229.00	\$340,399.00	\$354,847.00	\$349,582.00	\$349,582.00
PUBLIC WORKS							
DPW HIGHWAY							
SALARIES	\$231,158.96	\$304,641.51	\$304,365.83	\$371,760.52	\$332,030.28	\$333,173.80	\$332,163.67
EXPENSES	\$493,636.56	\$616,018.27	\$581,166.93	\$669,381.25	\$471,323.07	\$485,073.07	\$474,073.07
TOTAL	\$724,795.52	\$920,659.78	\$885,532.76	\$1,041,141.77	\$803,353.35	\$818,246.87	\$806,236.74
STREET LIGHTS							
EXPENSES	\$58,727.79	\$46,467.20	\$35,844.64	\$41,542.90	\$57,349.56	\$57,349.56	\$55,849.56
TOTAL	\$58,727.79	\$46,467.20	\$35,844.64	\$41,542.90	\$57,349.56	\$57,349.56	\$55,849.56
TRANSFER STATION							
SALARIES	\$15,732.25	\$16,446.80	\$26,080.92	\$25,183.18	\$28,368.48	\$28,388.48	\$28,388.48
EXPENSES	\$93,818.16	\$85,824.46	\$87,432.35	\$71,006.14	\$86,633.18	\$86,633.18	\$84,883.18
TOTAL	\$109,550.41	\$102,271.26	\$113,513.27	\$96,189.32	\$115,001.66	\$115,021.66	\$113,271.66
LINE 5 PUBLIC WORKS	\$893,073.72	\$1,069,388.24	\$1,034,890.67	\$1,178,873.99	\$975,704.57	\$990,618.09	\$975,357.96
HEALTH & HUMAN SERVICES							
BOARD OF HEALTH							
SALARIES	\$102,744.77	\$105,286.38	\$111,279.83	\$103,726.09	\$122,354.57	\$121,625.60	\$121,625.60
EXPENSES	\$5,082.40	\$5,270.66	\$6,715.15	\$6,447.01	\$6,905.00	\$7,225.00	\$7,225.00
TOTAL	\$107,827.17	\$110,557.04	\$117,994.98	\$110,173.10	\$129,259.57	\$128,850.60	\$128,850.60
COUNCIL ON AGING							
SALARIES	\$53,151.62	\$56,387.07	\$63,631.29	\$84,512.16	\$92,988.23	\$92,970.47	\$94,442.47
EXPENSES	\$8,434.00	\$8,434.00	\$8,434.00	\$8,345.99	\$8,434.00	\$8,434.00	\$8,434.00
TOTAL	\$61,585.62	\$64,821.07	\$72,065.29	\$92,858.15	\$101,432.23	\$101,404.47	\$102,876.47

OPERATING BUDGET SUMMARY - TABLE 2							
	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ACTUAL	FY16 APPR	FY17 REQ	FY17 FC REC
VETERANS							
SALARIES	\$3,501.96	\$3,618.41	\$3,691.00	\$3,764.82	\$3,764.82	\$10,400.00	\$10,400.00
EXPENSES	\$10,883.49	\$34,117.68	\$48,964.68	\$39,623.16	\$38,500.16	\$32,500.00	\$32,500.00
TOTAL	\$14,385.45	\$37,736.09	\$52,655.68	\$43,387.98	\$42,264.98	\$42,900.00	\$42,900.00
LINE 6 HLTH/HUMN SERV	\$183,798.24	\$213,114.20	\$242,715.95	\$246,419.23	\$272,956.78	\$273,155.07	\$274,627.07
CULTURE & RECREATION							
MEMORIAL DAY							
EXPENSES	\$717.91	\$959.65	\$1,828.00	\$1,828.00	\$1,828.00	\$1,828.00	\$1,828.00
TOTAL	\$717.91	\$959.65	\$1,828.00	\$1,828.00	\$1,828.00	\$1,828.00	\$1,828.00
LEGION							
EXPENSES	\$1,435.00	\$3,935.00	\$3,935.00	\$3,935.00	\$3,935.00	\$4,053.00	\$4,053.00
TOTAL	\$1,435.00	\$3,935.00	\$3,935.00	\$3,935.00	\$3,935.00	\$4,053.00	\$4,053.00
LIBRARY							
SALARIES	\$196,743.94	\$207,958.25	\$214,224.56	\$234,388.58	\$256,249.00	\$249,300.00	\$239,716.00
EXPENSES	\$113,426.13	\$116,593.02	\$124,495.99	\$121,350.19	\$140,522.00	\$134,468.00	\$134,468.00
TOTAL	\$310,170.07	\$324,551.27	\$338,720.55	\$355,738.77	\$396,771.00	\$383,768.00	\$374,184.00
RECREATION							
SALARIES	\$20,202.38	\$20,202.38	\$20,202.38	\$20,202.00	\$20,202.00	\$20,202.00	\$30,202.00
EXPENSES	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$1.00	\$1.00
TOTAL	\$20,202.38	\$20,202.38	\$20,202.38	\$20,202.00	\$20,203.00	\$20,203.00	\$30,203.00
HISTORICAL							
EXPENSES	\$6,489.69	\$3,625.84	\$6,493.00	\$6,493.00	\$6,493.00	\$6,493.00	\$6,493.00
TOTAL	\$6,489.69	\$3,625.84	\$6,493.00	\$6,493.00	\$6,493.00	\$6,493.00	\$6,493.00
OAK GROVE FARM COMM							
EXPENSES	\$1,626.46	\$1,636.00	\$1,632.92	\$1,636.00	\$1,636.00	\$1,636.00	\$1,636.00
TOTAL	\$1,626.46	\$1,636.00	\$1,632.92	\$1,636.00	\$1,636.00	\$1,636.00	\$1,636.00
LINE 7 CULTURE & RECREA	\$340,641.51	\$354,910.14	\$372,811.85	\$389,832.77	\$430,866.00	\$417,981.00	\$418,397.00
DEBT SERVICE							
TAX RATE EXEMPT	\$630,912.47	\$861,259.50	\$1,122,247.34	\$1,052,261.13	\$738,505.09	\$1,687,211.32	\$1,687,211.32
TAX RATE				\$0.00	\$274,014.35	\$250,273.75	\$250,273.75
LINE 8 DEBT SERVICE							
TOTAL	\$630,912.47	\$861,259.50	\$1,122,247.34	\$1,052,261.13	\$1,012,519.44	\$1,937,485.07	\$1,937,485.07
LINE 8 DEBT SERVICE	\$630,912.47	\$861,259.50	\$1,122,247.34	\$1,052,261.13	\$1,012,519.44	\$1,937,485.07	\$1,937,485.07
TOTAL BUDGET	\$21,806,451.42	\$23,175,303.58	\$24,327,671.39	\$25,040,690.87	\$26,210,635.40	\$27,577,965.08	\$28,087,810.94

OPERATING BUDGET SUMMARY - TABLE 2	FY12	FY13	FY14	FY15	FY16	FY17	FY17
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	APPR	REQ	FC REC
	\$21,806,451.42	\$23,175,303.58	\$24,327,671.39	\$25,040,690.87	\$26,210,635.40	\$27,577,965.08	\$28,087,810.94
			\$19,014,531.96	\$19,479,975.96	\$20,267,519.96	\$20,413,769.01	\$20,970,961.87
			\$5,313,139.43	\$5,560,714.91	\$5,943,115.44	\$7,164,196.07	\$7,116,849.07
			\$24,327,671.39	\$25,040,690.87	\$26,210,635.40	\$27,577,965.08	\$28,087,810.94

MILLIS PERSONNEL PLAN SCHEDULES A B

7/1/16 Effective Date		SCHEDULE B										
SCHEDULE A		SCHEDULE B										
CLASSIFICATION PLAN		SCHEDULE B										
SALARIED-WEEKLY AND STIPENDS		SCHEDULE B										
GRADE	POSITION	STEP	1	2	3	4	5	6	7	8	9	10
16	DEPUTY DIR. DPW/CHIEF OF OPERATIONS		1595.94	1630.73	1667.36	1704.93	1743.89	1783.31	1823.20	1863.55	1905.29	1949.82
15	VACANT		1504.10	1538.43	1572.75	1608.46	1644.64	1681.75	1719.78	1757.81	1797.69	1838.50
12	OPERATIONS SUPPORT MANAGE		1228.60	1256.43	1283.80	1313.95	1342.24	1372.85	1403.92	1435.93	1467.47	1500.40
11	UNFILLED		1137.24	1164.13	1189.65	1217.01	1242.98	1272.67	1299.57	1330.64	1358.93	1390.47
11A*	COA DIRECTOR*		710.77	727.58	743.53	760.63	776.87	795.42	812.23	831.65	849.34	869.05
9C*	PLUMBING&GAS INSPECTOR WIRING INSPECTOR		Stipend of \$4671/year plus 1/2 permit fees, not to exceed \$30,000/year Stipend of \$4671/year plus 1/2 permit fees, not to exceed \$30,000/year									
8A*	DEP. BUILDING INSPECTOR DEP. PLUMB&GAS INSPECTOR DEP. WIRING INSPECTOR		Stipend of \$1632/year plus 1/2 permit fees, when r as inspector, not to exceed \$30,000/year Stipend of \$1121/year plus 1/2 permit fees, when r as inspector, not to exceed \$30,000/year Stipend of \$1121/year plus 1/2 permit fees, when r as inspector, not to exceed \$30,000/year									
* = Part time												
HOURLY GRADE	POSITION	1	2	3	4	5	6	7	8	9	10	
4	DISPATCHER/PART TIME	17.04	17.44	17.85	18.25	18.65	19.07	19.50	19.94	20.40	20.86	
PUBLIC SAFETY												
PS9	DEPUTY FIRE CHIEF/EMT*	1	2	3	4	5	6	7	8	9	10	
		29.38 1383.29	30.04	30.72	31.39	32.11	32.82	33.57	34.33	35.11	35.88	
PS8	FF STIPEND/YEAR VACANT											
PS6	FIRE CAPTAIN/EMT	27.21	27.81	28.43	29.08	29.72	30.40	31.08	31.78	32.50	33.22	
PS4	FF STIPEND/YEAR FIRE LIEUTENANT/EMT	24.24 881.68	24.78	25.34	25.90	26.48	27.08	27.69	28.32	28.94	29.61	
		21.37	21.85	22.34	22.83	23.37	23.87	24.42	24.96	25.52	26.10	

MILLIS PERSONNEL PLAN SCHEDULES A B

PS2	FIREFIGHTER/EMT		19.02	19.45	19.75	20.34	20.79	21.25	21.74	22.21	22.71	23.23
		FF STIPEND/YEAR	526.33									
		PERM. INTER. POLICE OFFICER										
PS2	LOCKUP KEEPER		18.46	18.88	19.17	19.74	20.18	20.63	21.10	21.57	22.05	22.55
		EMT stipend: \$1040.00/year										

APPOINTED SPECIALS

EMERG. MGMT DIR	714.82	PER	YEAR	CLASS A MOTOR VEHICLE OPERATOR	1008.58	PER	YEAR
EMERG. MGMT CLERICAL	714.82	PER	YEAR	DIR. VETERANS SERVICES	10400.00	PER	YEAR
SEALER WEIGHTS MEASURE	3090.00	PER	YEAR	ELECTION WORKER-CENSUS TAKER	11.23	PER	YEAR
DATA PROCESSING MANAGER	13558.92	PER	YEAR	PERMANENT INTRMINT. SPECIAL, RESERVE			
ASST. DATA PROC. MANAGER	2377.24	PER	YEAR	POLICE DETAIL RATE	49.63	PER	YEAR
CERTIFIED WATER OPERATOR I	1344.15	PER	YEAR	DPW SEASONAL WORKER	12.00	PER	YEAR
CERTIFIED WATER OPERATOR II	1679.93	PER	YEAR	LIBRARY PAGE	STATE MIN. WAGE		
ZONING BOARD OF APPEAL MEMBER	153.00	PER	YEAR	BOARD OF REGISTRARS	MEMBER 100/CHAIR 325	PER	YEAR
RESPIRE CARE PROGRAM MANAGER	18.58	PER	YEAR	SNOW CONTRACTOR 7AM-6PM	21.39	PER	YEAR
RESPIRE CARE ACTIVITIES COORDINATOR	10.93	PER	YEAR	SNOW CONTRACTOR NIGHTS, WEEKEND	32.09	PER	YEAR
COA VAN DRIVER	12.36	PER	YEAR	SNOW MANAGEMENT STIPEND AFTER 8 STORM	2185.25	EARNED ONCE/YEAR	
COA DISPATCHER	14.42	PER	YEAR	SNOW MANAGEMENT STIPEND AFTER 12 STORM	1092.62	EARNED ONCE/YEAR	
				BOARD OF ASSESSORS MEMBER	312.00	PER	YEAR
				DEPUTY ANIMAL CONTROL WEEKEND COVER	86.54	PER	DAY
				DEPUTY ANIMAL CONTROL WEEKNIGHT COVER	21.01	PER	NIGHT

TOWN OF MILLIS
FALL ANNUAL TOWN MEETING
MONDAY, NOVEMBER 7, 2016

The Fall Annual Business Meeting of the Town of Millis was held on Monday, November 7, 2016, in the George C. Roy Auditorium of the Millis Middle/ High School and was called to order by the Moderator, Paul R. Jacobsen, at 7:38 p.m.

The Town Warrant calling this business meeting was signed on October 12, 2016, by Selectmen James G. Neville and Catherine C. MacInnes and was posted on October 20, 2016, by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors:

Susan Ferzoco
Susanne Locklin
Christine McCaffrey
Janet McCarron
Michelle Provencal-Jones
Enid Stepner
Mary Walsh

Tellers appointed and sworn in by the Moderator for the auditorium:

Scott Fuzy
Bonnie Hilton
Richard Manburg

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag.

The Moderator commented on the success of the first year of “Early Voting” across the Commonwealth and in the Town of Millis. Millis had over 1,800 citizens voting early, approximately 35% of all registered voters.

The Moderator then made opening remarks concerning the nineteen business articles to be acted upon this evening. Officials elected and appointed to various Boards and Committees, the Town Administrator, and the Superintendent of Schools submit article requests. These articles are presented to the Finance Committee which hears all the information. The Finance Committee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at Town Meeting itself. It is the role of Town Meeting members present tonight to consider, debate, and decide on these budgets and articles.

The Moderator then gave a brief description of the procedures to be followed this evening. A simple majority vote is required for most articles. This will be done through a voice vote. A standing vote count will be taken should there be any question of the voice vote. It will be clearly stated when a two-thirds or four-fifths majority vote is required. Procedural issues such as: Main Motion and Amendment, Moving the Question, Point of Order, Standing Count, and Reconsideration of Articles were explained by the Moderator.

A Finance Committee member will make the initial motion which will be seconded. This person will be recognized to present the rationale for acceptance or defeat of the article under consideration. The Moderator will then open the subject for discussion. All commentary must be directed through the Moderator.

Mr. Jacobsen introduced Peter Jurmain, Chairman, Millis Finance Committee, for opening remarks. Mr. Jurmain introduced members of the Finance Committee.

Mr. Jurmain recognized Richard Molloy for his many years of service on the Finance Committee. Town meeting members acknowledged his service.

Should anyone be interested in serving on this important committee, please contact either Paul Jacobsen or Peter Jurmain.

Mr. Jurmain then discussed the upcoming meeting and articles to be decided. Although Millis is not facing any major issues at this time, there are still many projects relating to the infrastructure of the Town that need to be addressed. The Finance Committee attempts to balance all concerns of the Town and make appropriate recommendations. However, the final decisions will be made tonight by Town meeting members.

Finance Committee recommendations and/or commentary appears in italics after each motion.

Motion was made by Peter Jurmain and seconded that the reading of the warrant and return of service thereof be omitted and it was Voted.

Motion was made by Peter Jurmain and seconded that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter and it was Voted.

ARTICLE 1. To see if the Town will vote to appropriate and raise by taxation or by transfer from available funds or by transfer from the Stabilization Fund a sum of money for unpaid bills, or act in any manner relating thereto.

DEPARTMENT	VENDOR	AMOUNT
Selectmen/Administrator	GateHouse Media	\$ 32.79
Veterans	AD Print	\$ 63.00
DPW	Fairmount Fruit Farm	\$ 203.76
DPW	Fairmount Fruit Farm	\$ 818.39
Police	Rocky's Ace Hardware	\$ 24.97
Police	Rocky's Ace Hardware	\$ 27.57
Police	Rocky's Ace Hardware	\$ 90.29
Police	Rocky's Ace Hardware	\$ 92.40
Police	Rocky's Ace Hardware	\$ 24.97
Police	Rocky's Ace Hardware	\$ 10.47

Police	Rocky's Ace Hardware	\$	19.47
Selectmen/Administrator	Patriot Disposal	\$	130.00
Selectmen/Administrator	Patriot Disposal	\$	95.00
Selectmen/Administrator	Patriot Disposal	\$	110.00
Police	Dale Bickford	\$	200.00
Police	Dale Bickford	\$	200.00
Police	Dale Bickford	\$	200.00
DPW	Russell Consulting	\$	780.00
	Total	\$	3,123.08
Funding	Taxation	\$	2,343.08
	Water Surplus	\$	780.00

Standard article to fund bills incurred in previous fiscal years. Recommend approval.

VOTED UNANIMOUSLY (4/5 VOTE REQUIRED) that the Town appropriate and raise the sum of \$2,343.08 from taxation and \$780.00 from Water Surplus for unpaid bills from previous fiscal years as follows:

DEPARTMENT	VENDOR	AMOUNT
Selectmen/Administrator	GateHouse Media	\$ 32.79
Veterans	AD Print	\$ 63.00
DPW	Fairmount Fruit Farm	\$ 203.76
DPW	Fairmount Fruit Farm	\$ 818.39
Police	Rocky's Ace Hardware	\$ 24.97
Police	Rocky's Ace Hardware	\$ 27.57
Police	Rocky's Ace Hardware	\$ 90.29
Police	Rocky's Ace Hardware	\$ 92.40
Police	Rocky's Ace Hardware	\$ 24.97
Police	Rocky's Ace Hardware	\$ 10.47
Police	Rocky's Ace Hardware	\$ 19.47
Selectmen/Administrator	Patriot Disposal	\$ 130.00
Selectmen/Administrator	Patriot Disposal	\$ 95.00
Selectmen/Administrator	Patriot Disposal	\$ 110.00
Police	Dale Bickford	\$ 200.00
Police	Dale Bickford	\$ 200.00
Police	Dale Bickford	\$ 200.00
DPW	Russell Consulting	\$ 780.00
	Total	\$ 3,123.08

Funding	Taxation	\$	2,343.08
	Water Surplus	\$	780.00

ARTICLE 2. To see if the Town will vote to appropriate and raise by taxation, by transfer of available funds, or by transfer from the Stabilization Fund, a sum of money to fund the cost items for the first two years of the contract between the Town of Millis and the **Service Employees International Union Local 888**, for the period covering July 1, 2015 to June 30, 2018, or act in any manner relating thereto.

The contract settlement establishes wage increases for members of the Service Employees International Union retroactive to July 1, 2015. Recommend approval.

VOTED UNANIMOUSLY that the town appropriate and raise by taxation the sum of \$49,227.76 to fund the cost items for the first two years of a collective bargaining agreement between the Town of Millis and the Service Employees International Union (SEIU Local 888) for the period covering July 1, 2015 to June 30, 2018.

ARTICLE 3. To see if the Town will vote to appropriate and raise by taxation, by transfer of available funds, or by transfer from the Stabilization Fund, a sum of money to fund the cost items for the first year of the contract between the Town of Millis and the **Massachusetts Coalition of Police Local 171**, effective July 1, 2016 to June 30, 2019, or act in any manner relating thereto.

The contract settlement establishes cost items for members of the Massachusetts Coalition of Police for the first year of agreement for period July 1, 2016 to June 30, 2019. Recommend approval.

VOTE UNANIMOUSLY that the town appropriate and raise by taxation the sum of \$40,842.51 to fund the cost items for the first year of a collective bargaining agreement between the Town of Millis and the Massachusetts Coalition of Police for the period covering July 1, 2016 to June 30, 2019.

ARTICLE 4. To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation providing that the positions of Police Officers of all ranks appointed after passage of the Act **not be subject to the Civil Service** statute, all as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition, and to authorize the Board of Selectmen to approve such amendments:

AN ACT EXEMPTING CERTAIN POSITIONS IN THE POLICE DEPARTMENT OF THE TOWN OF MILLIS FROM THE CIVIL SERVICE LAW

Be it enacted by the Senate and House of Representatives, in General Court assembled, and by the authority of the same as follows:

Section 1. Notwithstanding any general or special law to the contrary, all future Police Officer positions within the police department of the Town of Millis shall be exempt from chapter 31 of the General Laws.

Section 2. Section 1 shall not impair the civil service status of any Police Officer employed in the Town of Millis on the effective date of this act.

Section 3. This revocation shall not affect any contractual or civil service rights which have come into existence between the town and any employee of the Police Department as a result of original acceptance.

Section 4. This act shall take effect upon its passage.

Or act in any manner relating thereto.

Authorizes that all police officers hired will not be subject to Civil Service statute. Allows for greater flexibility in hiring, promotions, and educational incentives. Has been agreed to by all parties. Requires State Legislature approval. Recommend approval.

VOTED UNANIMOUSLY that the Town authorize the Board of Selectmen to petition the General Court for special legislation providing that the positions of Police Officers of all ranks appointed after passage of the Act **not be subject to the Civil Service** statute, all as printed in the warrant; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition, and to authorize the Board of Selectmen to approve such amendments.

ARTICLE 5. To see if the Town will vote to **transfer the care, custody, management and control of three (3) certain parcels of land**, as shown on a plan entitled "Parcel Plan: Proposed Land Swap," revised through October 12, 2016, as may be amended, said plan on file with the Town Clerk, comprising 6.52 acres, more or less, being Tax Map Parcel 23-119, held by the Board of Selectmen for general municipal purposes, and Tax Map Parcels 29-011 and 30-019, both held by the School Committee for school purposes, to the Board of Selectmen, acting as the Board of Park Commissioners, said parcels to be held in perpetuity for park purposes, including, but not limited to, active recreational uses, which property shall be designated for and subject to the protections of Article 97 of the Amendments to the Massachusetts Constitution; and further, to transfer the care, custody, management and control of a fee or lesser interest in a portion of Tax Map Parcel 30-053 and a portion of Tax Map Parcel 30-021, both held by the School Committee for school purposes, said property comprising 3.94 acres, more or less, as shown on the aforesaid plan, to the Conservation Commission, said property to be held in perpetuity for conservation and open space purposes, which property shall be designated for and subject to the protections of Article 97; such transfer being undertaken as mitigation for the prior transfer of property subject to the protections of Article 97 to the School Committee for the siting of the new Clyde Brown Elementary School pursuant to the vote taken under Article 44 of the May 9, 2016 Annual Town Meeting, which vote authorized the Board of Selectmen to submit a petition for special legislation to the General Court under the provisions of Article 97, in order to satisfy the Executive Office of Energy and Environmental Affairs' "no net loss policy" which states that

the loss of Article 97 land shall be compensated for by the designation of other land of at least equal conservation value; or to act in any manner relating thereto.

Article will transfer approximately 10.5 acres of Municipal and School land to Park Status (put into Article 97 Status) and remove approximately six acres from Park status and transfer it to School Department Control. The 10.5 acres transferred into Article 97 status includes the Sisto Little League field, flag football field located behind the Clyde F. Brown School, first base line of the softball field and wetlands located near the High School Football field. The six acres being transferred out of Article 97 control include the wooded hill near the Clyde F. Brown School.

Craig Schultze, finance committee member, made presentation concerning this article utilizing handouts. Finance Committee recommends approval.

PASSED BY STANDING COUNT 212—YES, 1—NO (2/3 VOTE REQUIRED) that the Town transfer the care, custody, management and control of three (3) certain parcels of land, as shown on a plan entitled “Parcel Plan: Proposed Land Swap,” revised through October 12, 2016, as may be amended, said plan on file with the Town Clerk, comprising 6.52 acres, more or less, being Tax Map Parcel 23-119, held by the Board of Selectmen for general municipal purposes, and Tax Map Parcels 29-011 and 30-019, both held by the School Committee for school purposes, to the Board of Selectmen, acting as the Board of Park Commissioners, said parcels to be held in perpetuity for park purposes, including, but not limited to, active recreational uses, which property shall be designated for and subject to the protections of Article 97 of the Amendments to the Massachusetts Constitution; and further, to transfer the care, custody, management and control of a fee or lesser interest in a portion of Tax Map Parcel 30-053 and a portion of Tax Map Parcel 30-021, both held by the School Committee for school purposes, said property comprising 3.94 acres, more or less, as shown on the aforesaid plan, to the Conservation Commission, said property to be held in perpetuity for conservation and open space purposes, which property shall be designated for and subject to the protections of Article 97; such transfer being undertaken as mitigation for the prior transfer of property subject to the protections of Article 97 to the School Committee for the siting of the new Clyde Brown Elementary School pursuant to the vote taken under Article 44 of the May 9, 2016 Annual Town Meeting, which vote authorized the Board of Selectmen to submit a petition for special legislation to the General Court under the provisions of Article 97, in order to satisfy the Executive Office of Energy and Environmental Affairs’ “no net loss policy” which states that the loss of Article 97 land shall be compensated for by the designation of other land of at least equal conservation value.

ARTICLE 6. To see if the Town will, in accordance with the provisions of G.L. c. 59, sec. 5, cl. 41C, to **increase the allowable gross receipts for eligibility for a senior citizen property tax exemption** from \$13,000 single, \$15,000 married to \$17,000 single, \$20,000 married; and further to increase the allowable whole estate allowed for a senior citizen property tax exemption from \$28,000 single, \$30,000 married to \$40,000 single, \$55,000 married; or act in any manner relating thereto.

Article will increase the minimum and maximum tax deduction for low income senior citizens. This amount hasn't changed since 1999 and few seniors are currently able to take advantage of this deduction. Recommend approval.

VOTED UNANIMOUSLY that the Town, in accordance with the provisions of G.L. c. 59, sec. 5, cl. 41C, increase the allowable gross receipts for eligibility for a senior citizen property tax exemption from \$13,000 single, \$15,000 married to \$17,000 single, \$20,000 married; and further to increase the allowable whole estate allowed for a senior citizen property tax exemption from \$28,000 single, \$30,000 married to \$40,000 single, \$55,000 married.

ARTICLE 7. To see if the Town will vote to accept the provisions of Massachusetts G.L. c. 59, sec. 5, cl. 41D to **allow the amounts of the gross receipts and whole estate**, real and personal, as set forth in Clauses 41, 41B and 41C of G.L. c. 59, sec. 5, **to be increased annually by an amount equal to the increase in the Consumer Price Index** published by the United States Department of Labor, Bureau of Labor Statistics, for such year, with the Department of Revenue to inform the Town annually of the amount of this increase; or act in any manner relating thereto.

Article adopts clause 41D, which allows for annual increases in the income and asset limit for qualified low income senior citizens. This increase is specified by the Consumer Price Index from the previous calendar year. Recommend approval.

VOTED UNANIMOUSLY that the Town accept the provisions of Massachusetts G.L. c. 59, sec. 5, cl. 41D to allow the amounts of the gross receipts and whole estate, real and personal, as set forth in Clauses 41, 41B and 41C of G.L. c. 59, sec. 5, to be increased annually by an amount equal to the increase in the Consumer Price Index published by the United States Department of Labor, Bureau of Labor Statistics, for such year, with the Department of Revenue to inform the Town annually of the amount of this increase.

ARTICLE 8. To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 40, Section 8J relative to the **establishment of a Commission on Disability**; or act in any manner relating thereto.

Article establishes a Commission on Disability for the Town of Millis. Millis is one of a few towns that do not have a commission on disability. The commission will be made up of 5 – 9 Millis residents and will provide a voice to those with disabilities. Recommend approval.

VOTED UNANIMOUSLY that the Town accept the provisions of Massachusetts General Laws Chapter 40, Section 8J relative to the establishment of a Commission on Disability.

ARTICLE 9. To see if the Town will vote to appropriate and raise by taxation or by transfer from available funds a sum of money for the **OPEB Trust Fund**, or act in any manner relating thereto.

Article adds monies to the Other Post-Employment Benefits Funds. Currently the town is covering claims as needed, but should be setting aside additional funds for future OPEB obligations. Recommend dismissal of this article since no funds are available at this time.

VOTED UNANIMOUSLY to dismiss the Article

ARTICLE 10. To see if the Town will vote to appropriate a sum of money from the Community Preservation Historic Resource Reserve Fund and/or the Community Preservation Fund Budgeted Reserve and/or the Undesignated Fund for the **Currier & Ives Etchings Restoration Project**, or act in any manner relating thereto.

Moderator Paul Jacobsen informed Town Meeting members the Community Preservation Committee, at an open public hearing held on Thursday, October 13, 2016, voted unanimously to recommend approval of this article.

Article provides for the restoration of six Currier and Ives lithographs that at one time hung in the Niagara Hall Fire Station, plus copies of the originals. Recommend approval.

VOTED UNANIMOUSLY that the town appropriate the sum of \$11,027.00 from the Community Preservation Fund Historic Resources Reserve, for the Currier & Ives Etchings Restoration Project.

ARTICLE 11. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, or any other enabling authority, a sum of money for **design, permitting, construction and inspection of a sewer extension project** and including the payment of all costs and expenses incidental and related thereto, and to authorize the Board of Selectmen to apply for any grants or loans in connection therewith, on Village St. from Main Street to Forest Rd., Forest Rd. from Bow St. to Birch St. and Birch St. from Forest Road to Village St. ("Area BIII") and Middlesex St. from the Sherborn Town Line to Ridge St. Brookview Rd., Walnut St., Walnut Hill Rd. Holbrook Way, Orchard St. from Bullard Lane to just east of Bogastow Brook ("Area F"), and to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain, such lands or permanent or temporary easements as may be required for such purposes, including but not limited to the fee or easements, and to authorize the Board of Selectmen to assess by the uniform unit method, 80% of the project costs by sewer betterments therefore, on lots including those shown, but not limited to, on Assessors map 25, parcels 91, 102, 103, 104, 105, 106, and map 28 parcels 7, 8, 13, 14, 15, 16, 17, 18, 19, 20, 25, 28, 29, 30, 32, 33, 34, 35, 36, 37, 38, 40, 41, 42, 43, 45, 47, 55, and map 29 parcels 58, 59, 188, 73, 75, 74, 76, 92, 93, 103, 104, 123, 124, 125, 126, 127, 128, 129, 134 and map 36 parcels 10, 12, 13, 14, 55, 56, 57, 58, 59, 61, 62, 63, 64, 65, 66, 68, 69, 70, 71, 72, 97, 102, 103, 105, 106, and map 37 parcels 1, 2, 4, 5, 6, 7, 8, 14, 15, 16, 17 as shown on a map on file with the Board of Selectmen entitled "Town of Millis Sewer Study Area BIII" and Assessors map 2, parcels 9, 12, 13, and map 3, parcels 1, 2, 3, 4, 5, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, and map 6, parcels 3, 19, 20, 21, 23, 30, 37, 38, 39, and map 7, parcels 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 36, 37, 38, 39, 40, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 56, 77, 78, 79, 80, 81, 82, 83, 85, 86, 87, 88, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 108, 110, 115, 118, and map 8, parcel 14, and map 12, parcels 12, 1, 2, 3, 4, 5, 6, 7, 8, 31 as shown on a map on file with the Board of Selectmen entitled "Town of Millis Sewer Study Area F" which may be viewed during normal business hours, at the Town

Clerk's office 900 Main St., Millis, MA 02054 Monday 8:30 AM – 7:00 PM, Tuesday through Thursday 8:30 AM – 4:00 PM and Friday 8:30 AM to 12:30 PM; or act in any manner relating thereto.

Article appropriates funds for all costs, including design, engineering, and construction, to extend sewer service in area BIII (Village St./Forest Road/Birch St.) and area F (Brookview Rd./Holbrook Way/Middlesex St./Orchard St./Walnut St. Walnut Hill Rd). Recommend approval.

Significant discussion ensued relative to the merits of each area and the associated betterment costs.

It was moved and seconded to amend article by removing Middlesex Street parcels. Discussion followed on the amendment.

AMENDMENT FAILED BY STANDING COUNT, 80—YES, 103—NO.

Discussion continued concerning costs if particular parcels were removed from motion.

It was moved and seconded to LAY ON THE TABLE the motion to allow interested parties an opportunity to further study the separate areas and associated costs.

VOTED BY STANDING COUNT, 212—YES, 12—NO to LAY ON THE TABLE Article 11.

ARTICLE 12. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for water system improvements, including **replacement of the Dean Street water main**, including the payment of all costs incidental and related thereto, and to meet such appropriation by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow such sum under G.L. Chapter 44 or any other enabling authority, and to authorize the Board of Selectmen to apply for any grants or loans in connection thereto and to take all actions necessary to carry out this project, said appropriations to be expended by June 30, 2018, with unexpended balances being returned to the Water Enterprise Fund, or act in any manner relating thereto.

Article funds the replacement of an aging water main on Dean St. (approximately between the Norfolk Ice Arena and the Myrtle St. /Pleasant St. intersection). Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise the sum of \$48,945.00 from water surplus for water system improvements, including replacement of the Dean Street water main, including the payment of all costs incidental and related thereto, said appropriations to be expended by June 30, 2018, with unexpended balances being returned to the Water Enterprise Fund.

ARTICLE 13. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of money for the

purchase and equipping of DPW one ton dump truck and to authorize the Board of Selectmen to dispose of the old vehicles or equipment by outright sale, trade, auction, or otherwise and that the proceeds from such disposal be applied to the purchase price of the vehicle or equipment, said appropriations to be expended by June 30, 2017 with unexpended balances being returned to the General Fund or act in any manner relating thereto.

Article funds the purchase of a one-ton dump truck for DPW use in road, utilities, cemetery maintenance and plowing. Replaces an older vehicle which is failing. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise the sum of \$40,100.53 of which \$13,366.85 is from taxation, \$13,366.84 is from water surplus and \$13 366.84 is from sewer surplus for the purchase and equipping of a DPW one ton dump truck and to authorize the Board of Selectmen to dispose of the old vehicles or equipment by outright sale, trade, auction, or otherwise and that the proceeds from such disposal be applied to the purchase price of the vehicle or equipment, said appropriations to be expended by June 30, 2017 with unexpended balances to be returned to the General Fund, Water Enterprise Fund and Sewer Enterprise Fund.

ARTICLE 14. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of money for the **purchase and equipping of a 2017 Ford Explorer for the DPW Deputy Director** and to authorize the Board of Selectmen to dispose of old vehicles or equipment by outright sale, trade, auction, with appropriations to be expended by June 30, 2017, with unexpended balances to be returned to the Water Enterprise Fund, Sewer Enterprise Fund, and General Fund; or act in any manner relating thereto.

Article funds the purchase of a new Ford Explorer for use by the DPW Deputy Director. Current vehicle to be re-allocated to the Town Mechanic. Recommend approval.

VOTED UNANIMOUSLY that the Town do vote to appropriate and raise by taxation the sum of \$30,482.00 for the purchase and equipping of a 2017 Ford Explorer for the DPW Deputy Director and to authorize the Board of Selectmen to dispose of old vehicles or equipment by outright sale, trade, auction, with appropriations to be expended by June 30, 2017, with unexpended balances to be returned to the General Fund.

ARTICLE 15. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the stabilization fund, or by borrowing under the provisions of M.G.L. 44 or any other enabling authority, a sum of money for **roof repairs for the Clyde Brown Elementary School, and Middle and High School Buildings**, including the payment of all costs incidental and related thereto; or act in any manner relating thereto.

Article requested funds for roof repair at Clyde Brown Elementary and Millis Middle/ High School. School Committee reserve funds were used for these repairs. Recommend dismissal.

VOTED UNANIMOUSLY to dismiss Article 15.

ARTICLE 16. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the stabilization fund, or by borrowing under the provisions of M.G.L. 44 or any other enabling authority, a sum of money for **intercom and telephone repairs for the Middle and High School Building**, with appropriations to be expended by June 30, 2017, with unexpended balances to be returned to the General Fund; or act in any manner relating thereto.

Article funds repair/refurbishment at Middle/High School of defective intercom and telephone equipment. Deficiencies in current equipment were discovered during a safety exercise. Update, which is not a total replacement, will make the system fully operational. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise the sum of \$12,000.00 by taxation for intercom and telephone repairs for the Middle and High School Building, with appropriations to be expended by June 30, 2017, with unexpended balances to be returned to the General Fund.

ARTICLE 17. To see if the Town of Millis will vote to appropriate and raise by taxation or by transfer from available funds a sum of money for the **Stabilization Fund**, or act in any manner relating thereto.

The Town of Millis has adopted a policy to maintain a Stabilization Fund equal to 5% of its annual Operating Budget to be used for unforeseen and emergency purposes. The fund is below this target. This transfer will return the fund's balance to the 5% level. Recommend approval.

PASSED BY MAJORITY VOTE, ONE IN OPPOSITION that the Town appropriate and raise the sum of \$273,796.30 of which \$23,796.30 shall be raised by taxation and of which \$250,000.00 shall be raised by the transfer of funds from free cash for the Stabilization Fund.

ARTICLE 18. To see if the Town will vote to raise and appropriate a sum for money to **repurchase cemetery lots** no longer wanted by their current owners, or act in any manner relating thereto.

Standard article to repurchase unused cemetery lots. These lots will be available for purchase by other families in Millis. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate the sum of \$650.00 from the Cemetery Fund to repurchase cemetery lots no longer wanted by their current owners.

ARTICLE 19. Petitioned Article

To see if the Town will vote to require the Board of Selectmen to appropriate **funding for improvements** to the existing door at the elevator entrance and two additional doors accessing the entrance to the ground level of the Veterans Memorial Building for the purpose of making them more accessible to individuals with limited capabilities.

Petitioned article by Millis residents to install automatic door openers at three doors in the Veteran's Memorial Building: at the elevator, the entrance to the handicap ramp and at the

interior door to the building from the handicap ramp, thus allowing Millis citizens with limited capabilities to access town hall independently. Recommend approval.

VOTED UNANIMOUSLY that the Town appropriate and raise from taxation \$10,590.50 for improvements to the existing door at the elevator entrance and two additional doors accessing the entrance to the ground level of the Veterans Memorial Building, including but not limited to design and engineering services, the purchase of equipment, the carrying out of such improvements and the installation of equipment, and the payment of any costs incidental and related thereto, for the purpose of making those doors more accessible to individuals with limited capabilities.

Motion made by Peter Jurmain, Chairman, Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn sine die at 9:25 p.m., the business of the Warrant having been completed.

Lisa Jane Hardin
Millis Town Clerk

	PRESIDENTIAL PRIMARY - March 1, 2016			
CANDIDATES	Prec. 1	Prec. 2	Prec. 3	TOTAL
REPUBLICAN PRIMARY				
PRESIDENT				
Jim Gilmore	1	1	0	2
Donald J. Trump	217	216	201	634
Ted Cruz	37	38	39	114
George Pataki	1	1	1	3
Ben Carson	5	10	13	28
Mike Huckabee	0	0	1	1
Rand Paul	0	0	0	0
Carly Fiorina	1	2	0	3
Rick Santorum	0	0	0	0
Chris Christie	0	1	0	1
Marco Rubio	74	91	66	231
Jeb Bush	3	2	2	7
John R. Kasich	94	64	86	244
No Preference	2	1	3	6
Scattering	0	1	0	1
Blanks	1	1	2	4
STATE COMMITTEE MAN				
Earl H. Sholley	238	230	222	690
Carl G. Nelson	121	128	125	374
Scattering	0	1	2	3
Blanks	77	70	65	212
STATE COMMITTEE WOMAN				
Patricia S. Saint Aubin	296	300	287	883
Scattering	1	2	4	7
Blanks	139	127	123	389

REPUBLICAN TOWN COMMITTEE (35)				
Write-in: Sheryl Felton	3	1	3	7
Scattering	4	11	3	18
Blanks	15253	15003	14484	44740
Total Republican Ballots Cast:	436	429	414	1279
CANDIDATES	Prec. 1	Prec. 2	Prec. 3	TOTAL
DEMOCRATIC PRIMARY				
PRESIDENT				
Bernie Sanders	297	285	291	873
Martin O'Malley	3	2	1	6
Hillary Clinton	267	268	285	820
Roque "Rocky" de la Fuente	1	0	1	2
No Preference	2	1	3	6
Scattering	1	1	1	3
Blanks	0	0	0	0
STATE COMMITTEE MAN				
Bill Bowles	422	387	397	1206
Scattering	2	1	3	6
Blanks	147	169	182	498
STATE COMMITTEE WOMAN				
Ellen L. Parker	433	406	410	1249
Scattering	0	3	3	6
Blanks	138	148	169	455
DEMOCRATIC TOWN COMMITTEE (35)				
Lisa Jane Hardin	397	354	402	1153
Carol L. Coakley	354	332	340	1026
James M. Angelo	334	304	316	954
Rita B. Angelo	334	306	319	959

Kelly A. Angelo	336	301	314	951
Linda C. Morse	348	328	323	999
Susan M. Vecchi	370	326	359	1055
Charles V. Vecchi	365	330	362	1057
Linda Barrett Stetson	344	311	334	989
Roxane M. Larouche	333	299	315	947
Richard J. Albano	333	300	36	669
Cheryl Ann Labonte	329	306	331	966
Richard M. Morrissey	343	315	343	1001
Write-in: Charleen Heard	1	2	3	6
Scattering	5	14	6	25
Blanks	15459	15367	15987	46813
Total Democratic Ballots Cast:	571	557	582	1710
CANDIDATES	Prec. 1	Prec. 2	Prec. 3	TOTAL
GREEN-RAINBOW PRIMARY				
PRESIDENT				
Sedinam K. C. M. Curry	0	0	0	0
Jill Stein	0	0	1	1
William P. Kreml	0	0	0	0
Kent Mesplay	0	0	0	0
Darryl Cherney	0	0	1	1
No Preference	0	1	0	1
Scattering	0	0	0	0
Blanks	0	0	0	0
STATE COMMITTEE MAN				
Scattering	0	0	0	0
Blanks	0	1	2	3
STATE COMMITTEE WOMAN				
Scattering	0	0	0	0
Blanks	0	1	2	3

GREEN-RAINBOW TOWN COMMITTEE (10)				
Scattering	0	0	0	0
Blanks	0	10	20	30
Total Green-Rainbow Ballots:	0	1	2	3
CANDIDATES	Prec. 1	Prec. 2	Prec. 3	TOTAL
UNITED INDEPENDENT PARTY PRIMARY				
PRESIDENT				
No Preference	0	0	0	0
Scattering	0	2	0	2
Blanks	0	0	2	2
STATE COMMITTEE MAN				
Scattering	0	0	0	0
Blanks	0	2	2	4
STATE COMMITTEE WOMAN				
Scattering	0	0	0	0
Blanks	0	2	2	4
UNITED INDEPENDENT PARTY TOWN COMMITTEE (10)				
Scattering	0	0	0	0
Blanks	0	20	20	40
Total United Indepen. Ballots:	0	2	2	4
	Prec. 1	Prec. 2	Prec. 3	TOTAL
Total Ballots Cast:	1007	989	1000	2996
Turnout: 2996 (52.4 % of 5,716 registered voters)				
Total Registered Voters: 5,716 (Democrats 1430, Republicans 837, Libertarian 18, Green-Rainbow 8, United Independent 31, Unenrolled 3392)				

TOWN ELECTION - May 2, 2016				
CANDIDATES	Prec. 1	Prec. 2	Prec. 3	TOTAL
MODERATOR (1 yr)				
Paul R. Jacobsen	241	215	235	691
Scattering	5	1	3	9
Blanks	56	56	68	180
SELECTMAN (3 yr)				
Christopher J. Smith	106	75	102	283
Peter C. Jurmain	48	46	74	168
Catherine C. MacInnes	132	145	119	396
Scattering	1	0	2	3
Blanks	15	6	9	30
SCHOOL COMMITTEE (3 yr)				
Marc S. Conroy	224	208	214	646
Scattering	2	3	4	9
Blanks	76	61	88	225
BOARD of HEALTH (3 yr)				
Bonnie A. Hilton	228	215	229	672
Scattering	1	0	2	3
Blanks	73	57	75	205
LIBRARY TRUSTEE (3 yr)				
Wendy S. Barry	223	215	226	664
Scattering	0	2	0	2
Blanks	79	55	80	214
LIBRARY TRUSTEE (1 yr)				
Jennifer White Farrar	223	209	223	655
Scattering	0	1	1	2
Blanks	79	62	82	223
PLANNING BOARD (5 yrs)				
Nicole MacDougall Riley	219	202	217	638
Scattering	0	1	3	4
Blanks	83	69	86	238

HOUSING AUTHORITY (5 yr)				
Carol Mancuso Baker	221	215	226	662
Scattering	0	1	2	3
Blanks	81	56	78	215
QUESTION No. 1: \$300,000 override for Roads				
YES	130	121	155	406
NO	162	144	141	447
Blanks	10	7	10	27
Total Ballots:	302	272	306	880
(15% of 5,727 registered voters)				
QUESTION 1				
Shall the Town of Millis be allowed to assess an additional \$300,000.00 in real estate and personal property taxes for the purposes of road repairs for the fiscal year beginning July 1, 2016?				
YES _____ 406 _____		NO _____ 447 _____		

STATE PRIMARY - September 8, 2016				
CANDIDATES	Prec. 1	Prec. 2	Prec. 3	TOTAL
DEMOCRATIC PRIMARY				
Rep. In Congress (Fourth District)				
Joseph P. Kennedy, III	65	63	61	189
Scattering	2	0	0	2
Blanks	2	4	1	7
Councillor (2nd District)				
Robert L. Jubinville	58	61	51	170
Scattering	0	0	0	0
Blanks	11	6	11	28
Senator in General Court (Norfolk, Bristol & Middlesex District)				
Kristopher K. Aleksov	52	60	54	166
Scattering	2	0	0	2
Blanks	15	7	8	30
Rep. In General Court (Ninth Norfolk District)				
Write-in: Brian Hamlin	0	////////////////////	////////////////////	(1) 0
Write-in: Shawn Dooley	6	////////////////////	////////////////////	(1) 6
Scattering	11	////////////////////	////////////////////	(1) 11
Blanks	52	////////////////////	////////////////////	(1) 52
Rep. In General Court (Fifth Middlesex District)				
David Paul Linsky	////////////////////	62	55	(2 & 3) 117
Scattering	////////////////////	0	1	(2 & 3) 1
Blanks	////////////////////	5	6	(2 & 3) 117
Sheriff				
Michael G. Bellotti	57	62	56	175
Scattering	0	0	0	0
Blanks	12	5	6	23
County Commissioner (vote for two)				
Francis W. O'Brien	56	60	54	170
Joseph P. Shea	54	52	37	143
Scattering	0	0	0	0
Blanks	28	22	33	83
Total Democratic Ballots:	69	67	62	198

STATE PRIMARY - September 8, 2016				
CANDIDATES	Prec. 1	Prec. 2	Prec. 3	TOTAL
REPUBLICAN PRIMARY				
Rep. In Congress (Fourth District)				
David A. Rosa	39	35	29	103
Scattering	1	0	1	2
Blanks	2	6	2	10
Councillor (Second District)				
Brad Williams	30	35	29	94
Scattering	0	0	0	0
Blanks	12	6	3	21
Senator in General Court (Norfolk, Bristol & Middlesex District)				
Richard J. Ross	39	41	30	110
Scattering	0	0	0	0
Blanks	3	0	2	5
Rep. In General Court (Ninth Norfolk District)				
Shawn C. Dooley	37	////////////////////	////////////////////	(1) 37
Scattering	0	////////////////////	////////////////////	(1) 0
Blanks	5	////////////////////	////////////////////	(1) 5
Rep. In General Court (Fifth Middlesex District)				
Scattering	////////////////////	1	5	(2 & 3) 6
Blanks	////////////////////	40	27	(2 & 3) 67
Sheriff				
Scattering	0	2	4	6
Blanks	0	39	28	67
County Commissioner (vote for two)				
Scattering	6	82	3	91
Blanks	78	0	61	139
Total Republican Ballots:	42	41	32	115
Note: There were no Green-Rainbow or United Independent Party ballots cast.				
Total Ballots: 313	111	108	94	313
5.4% of Registered Voters: 5765 (Democrats 1441, Republicans 846, Libertarian 19, Green-Rainbow 6, Unenrolled 3408, Other 45)				

	STATE ELECTION - November 8, 2016			
CANDIDATES	Prec. 1	Prec. 2	Prec. 3	TOTAL
PRESIDENT & VP				
Clinton & Kaine (D)	864	882	874	2620
Johnson & Weld (L)	88	115	106	309
Stein & Baraka (G-R)	20	16	22	58
Trump & Pence (R)	636	615	639	1890
Scattering	34	35	22	91
Blanks	35	23	24	82
REPRESENTATIVE IN CONGRESS (4th District)				
Joseph P. Kennedy, III (D)	1047	1033	1059	3139
David A. Rosa (R)	570	574	573	1717
Scattering	0	0	0	0
Blanks	60	79	55	194
COUNCILLOR (2nd District)				
Robert L. Jubinville (D)	865	825	858	2548
Brad Williams (R)	637	682	681	2000
Scattering	0	2	0	2
Blanks	175	177	148	500
SENATOR IN GENERAL COURT (Norfolk, Bristol & Middlesex District)				
Richard J. Ross (R)	963	948	975	2886
Kristopher K. Aleksov (D)	561	566	569	1696
Scattering	3	0	1	4
Blanks	150	172	142	464
REPRESENTATIVE IN GENERAL COURT (Ninth Norfolk District) (Prec. 1)				
Shawn C. Dooley (Prec.1)(R)	923	//////////	//////////	923
Brian P. Hamlin (Prec.1)(R)	655	//////////	//////////	655
Scattering	0	//////////	//////////	0
Blanks	97	//////////	//////////	97

REPRESENTATIVE IN GENERAL COURT (Fifth Middlesex District) (Prec. 2,3)				
David Paul Linsky (D)	//////////	1187	1265	2452
Scattering	//////////	17	0	17
Blanks	//////////	482	422	904
SHERIFF (Norfolk County)				
Michael G. Bellotti (D)	1259	1199	1261	3719
Scattering	8	10	0	18
Blanks	410	477	426	1313
COUNTY COMMISSIONER (Norfolk County) Vote for TWO				
Francis W. O'Brien (D)	1043	1031	1057	3131
Joseph P. Shea (D)	498	445	495	1438
Scattering	5	7	0	12
Blanks	1808	1889	1822	5519
	Prec. 1	Prec. 2	Prec. 3	TOTAL
QUESTION #1 Add Slot-Machine				
YES	679	719	668	2066
NO	962	907	979	2848
Blanks	36	60	40	136
QUESTION #2 Charter Schools Increase				
YES	639	646	623	1908
NO	1017	1011	1035	3063
Blanks	21	29	29	79
QUESTION #3 Prohibit Confinement of Farm Animals				
YES	1333	1340	1350	4023
NO	322	314	313	949
Blanks	22	32	24	78

QUESTION #4 Legalize Marijuana				
YES	843	859	892	2594
NO	818	809	774	2401
Blanks	16	18	21	55
	Prec. 1	Prec. 2	Prec. 3	TOTAL
Total Ballots Cast:	1677	1686	1687	5050
Turnout: 5050 (84% of 6,028 registered voters)				
Total Registered Voters: 6028 (Democrats 1495, Republicans 877,				
Libertarian 22, Green-Rainbow 6, Unenrolled 3628)				

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

This proposed law would allow the state Gaming Commission to issue one additional category 2 license, which would permit operation of a gaming establishment with no table games and not more than 1,250 slot machines.

The proposed law would authorize the Commission to request applications for the additional license to be granted to a gaming establishment located on property that is (i) at least four acres in size; (ii) adjacent to and within 1,500 feet of a race track, including the track's additional facilities, such as the track, grounds, paddocks, barns, auditorium, amphitheatre, and bleachers; (iii) where a horse racing meeting may physically be held; (iv) where a horse racing meeting shall have been hosted; and (v) not separated from the race track by a highway or railway.

A YES VOTE would permit the state Gaming Commission to license one additional slot-machine gaming establishment at a location that meets certain conditions specified in the law.

A NO VOTE would make no change in current laws regarding gaming.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016??

SUMMARY

This proposed law would allow the state Board of Elementary and Secondary Education to approve up to 12 new charter schools or enrollment expansions in existing charter schools each year. Approvals under this law could expand statewide charter school enrollment by up to 1% of the total statewide public school enrollment each year. New charters and enrollment expansions approved under this law would be exempt from existing limits on the number of charter schools, the number of students enrolled in them, and the amount of local school districts' spending allocated to them.

If the Board received more than 12 applications in a single year from qualified applicants, then the proposed law would require it to give priority to proposed charter schools or enrollment expansions in districts where student performance on statewide assessments is in the bottom 25% of all districts in the previous two years and where demonstrated parent demand for additional public school options is greatest.

New charter schools and enrollment expansions approved under this proposed law would be subject to the same approval standards as other charter schools, and to recruitment, retention, and multilingual outreach requirements that currently apply to some charter schools. Schools authorized under this law would be subject to annual performance reviews according to standards established by the Board.

This proposed law would take effect on January 1, 2017.

A YES VOTE would allow for up to 12 approvals each year of either new charter schools or expanded enrollments in existing charter schools, but not to exceed 1% of the statewide public school enrollment.

A NO VOTE would make no change in current laws relative to charter schools.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016

SUMMARY

The proposed law would prohibit any farm owner or operator from knowingly confining any breeding pig, calf raised for veal, or egg-laying hen in a way that prevents the animal from lying down, standing up, fully extending its limbs, or turning around freely. The proposed law would also prohibit any business owner or operator in Massachusetts from selling whole eggs intended for human consumption or any uncooked cut of veal or pork if the business owner or operator knows or should know that the hen, breeding pig, or veal calf that produced these products was confined in a manner prohibited by the proposed law. The proposed law would exempt sales of food products that combine veal or pork with other products, including soups, sandwiches, pizzas, hotdogs, or similar processed or prepared food items.

The proposed law's confinement prohibitions would not apply during transportation; state and county fair exhibitions; 4-H programs; slaughter in compliance with applicable laws and regulations; medical research; veterinary exams, testing, treatment and operation if performed under the direct supervision of a licensed veterinarian; five days prior to a pregnant pig's expected date of giving birth; any day that pig is nursing piglets; and for temporary periods for animal husbandry purposes not to exceed six hours in any twenty-four hour period.

The proposed law would create a civil penalty of up to \$1,000 for each violation and would give the Attorney General the exclusive authority to enforce the law, and to issue regulations to implement it. As a defense to enforcement proceedings, the proposed law would allow a business owner or operator to rely in good faith upon a written certification or guarantee of compliance by a supplier.

The proposed law would be in addition to any other animal welfare laws and would not prohibit stricter local laws.

The proposed law would take effect January 1, 2022. The proposed law states that if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would prohibit any confinement of pigs, calves, and hens that prevents them from lying down, standing up, fully extending their limbs, or turning around freely.

A NO VOTE would make no change in current laws relative to the keeping of farm animals.

QUESTION 4: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

The proposed law would permit the possession, use, distribution, and cultivation of marijuana in limited amounts by persons age 21 and older and would remove criminal penalties for such activities. It would provide for the regulation of commerce in marijuana, marijuana accessories, and marijuana products and for the taxation of proceeds from sales of these items.

The proposed law would authorize persons at least 21 years old to possess up to one ounce of marijuana outside of their residences; possess up to ten ounces of marijuana inside their residences; grow up to six marijuana plants in their residences; give one ounce or less of marijuana to a person at least 21 years old without payment; possess, produce or transfer hemp; or make or transfer items related to marijuana use, storage, cultivation, or processing.

The measure would create a Cannabis Control Commission of three members appointed by the state Treasurer which would generally administer the law governing marijuana use and distribution, promulgate regulations, and be responsible for the licensing of marijuana commercial establishments. The proposed law would also create a Cannabis Advisory Board of fifteen members appointed by the Governor. The Cannabis Control Commission would adopt regulations governing licensing qualifications; security; record keeping; health and safety standards; packaging and labeling; testing; advertising and displays; required inspections; and such other matters as the Commission considers appropriate. The records of the Commission would be public records.

The proposed law would authorize cities and towns to adopt reasonable restrictions on the time, place, and manner of operating marijuana businesses and to limit the number of marijuana establishments in their communities. A city or town could hold a local vote to determine whether to permit the selling of marijuana and marijuana products for consumption on the premises at commercial establishments.

The proceeds of retail sales of marijuana and marijuana products would be subject to the state sales tax and an additional excise tax of 3.75%. A city or town could impose a separate tax of up to 2%. Revenue received from the additional state excise tax or from license application fees and civil penalties for violations of this law would be deposited in a Marijuana Regulation Fund and would be used subject to appropriation for administration of the proposed law.

Marijuana-related activities authorized under this proposed law could not be a basis for adverse orders in child welfare cases absent clear and convincing evidence that such activities had created an unreasonable danger to the safety of a minor child.

The proposed law would not affect existing law regarding medical marijuana treatment centers or the operation of motor vehicles while under the influence. It would permit property owners to prohibit the use, sale, or production of marijuana on their premises (with an exception that landlords cannot prohibit consumption by tenants of marijuana by means other than by smoking); and would permit employers to prohibit the consumption of marijuana by employees in the workplace. State and local governments could continue to restrict uses in public buildings or at or near schools. Supplying marijuana to persons under age 21 would be unlawful.

The proposed law would take effect on December 15, 2016.

A YES VOTE would allow persons 21 and older to possess, use, and transfer marijuana and products containing marijuana concentrate (including edible products) and to cultivate marijuana, all in limited amounts, and would provide for the regulation and taxation of commercial sale of marijuana and marijuana products.

A NO VOTE would make no change in current laws relative to marijuana.

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
TOWN ADMINISTRATOR							
ASPINWALL	CHARLES	Town Administrator	\$ 103,324.52				103,324.52
BOURET	KAREN	Operations Manager	\$ 64,741.46	\$ 650.00			65,391.46
CHOTKOWSKI	MARK	Clerk	\$ 16,754.99				16,754.99
KENNEDY	SUZANNE	Interim Town Administrator	\$ 63,640.00				63,640.00
FINANCE DEPARTMENT							
GERACI	KARA	Payroll Administrator	\$ 39,136.14	\$	\$ 106.19		0.00
LAPLANT	KATHLEEN	Finance Director	\$ 103,860.69	\$ 22,796.05			39,242.33
MORIN	LISA	Assistant Town Accountant	\$ 53,487.10	\$ 2,986.71	\$ 426.15		126,656.74
ASSESSING DEPARTMENT							
DUMONT	PAULA	Assessor	\$ 76,862.44	\$ 650.00			77,512.44
KENNALLY	LESLEY	Department Assistant	\$ 41,209.79				41,209.79
TREASURER/COLLECTOR DEPARTMENT							
BACZKOWSKI	ELIZABETH	Department Assistant	\$ 18,924.84				18,924.84
BURRUSS	ALLISON	Department Assistant	\$ 32,078.17	\$	\$ 475.18		32,553.35
SCANNELL	JENNIFER	Treasurer/Collector	\$ 82,657.08				82,657.08
SMITH FRYE	MARY	Assistant Treasurer	\$ 39,460.20	\$	\$ 736.85		40,197.05
WALKER	LAURIE ANN	Assistant Treasurer	\$ 6,698.09				6,698.09
TOWN CLERK							
HARDIN	LISA JANE	Town Clerk	\$ 5,974.96				5,974.96
SJOEGREN	PATRICIA	Assistant Town Clerk	\$ 52,754.37	\$ 750.00	\$ 4,973.02		58,477.39
SMITH	KATHLEEN	Department Assistant	\$ 38,772.27	\$ 550.00	\$ 434.02		39,756.29
BOARDS/COMMITTEES							
STANDLEY	CAMILLE	Planning Board Secretary	\$ 39,187.04	\$ 1,000.00			40,187.04
SUTHERLAND	AMY	Zoning Board Secretary	\$ 4,153.52				4,153.52
SMITH-MCCARTHY	JENNIFER	Finance Committee Secretary	\$ 5,274.14				5,274.14

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
TOWN BUILDING DEPARTMENT							
BARLOW	MICHAEL	Town Building Maintenance	\$ 15,470.34		\$ 632.12		16,102.46
WALKER	JAMES	Town Building Maintenance	\$ 44,622.32		\$ 1,911.28		46,533.60
RECREATION DEPARTMENT							
FOGARTY	KRISTEN	Director Recreation	\$ 58,361.92	\$ 1,050.00			59,411.92
VARA	SUSAN	Department Assistant	\$ 9,519.92				0.00
POLICE DEPARTMENT							
ADAMS	PAUL	Police Officer	\$ 74,198.87	\$ 10,838.10	\$ 1,014.60		86,051.57
BICKFORD	DALE	Police Officer	\$ 66,189.28	\$ 9,051.84	\$ 30,682.26	\$ 14,193.36	120,116.74
DIXON	ROBERT	Police Officer	\$ 12,463.00				12,463.00
DWYER	WILLIAM	Police Sgt.	\$ 82,334.06	\$ 35,565.10	\$ 51,404.19	\$ 17,767.63	187,070.98
EDISON	KEITH	Police Chief	\$ 108,538.73				108,538.73
GONZALEZ	ARCADIO	Police Officer	\$ 47,489.30	\$ 3,760.66	\$ 9,205.42	\$ 7,748.04	68,203.42
LEAVITT	TRACY	Police Officer	\$ 25,032.76	\$ 650.00			25,682.76
MARAGGIO	ROBERT	Police Officer	\$ 70,178.49				70,178.49
MAXANT	KRISTOPHER	Police Sgt.	\$ 79,694.44	\$ 18,814.07	\$ 30,045.52	\$ 18,001.71	146,555.74
MELESKI	NICHOLAS	Police Sgt.	\$ 76,299.88	\$ 5,344.46	\$ 25,569.94	\$ 33,515.16	140,729.44
NELSON	SEAN	Police Officer	\$ 44,673.81	\$ 1,817.19	\$ 1,850.88	\$ 2,560.08	50,901.96
OPANASETS	PETER	Police Officer	\$ 69,471.36	\$ 5,132.33	\$ 26,555.91		101,159.60
SHEARNS	JOHN	Police Officer	\$ 69,953.44	\$ 17,887.98	\$ 40,380.64	\$ 22,543.77	150,765.83
SMITH	PAUL	Police Officer	\$ 69,391.54	\$ 6,524.16	\$ 27,589.17	\$ 26,727.72	130,232.59
SOFFAYER	CHRISTOPHER	Police Sgt.	\$ 79,102.92	\$ 19,870.92	\$ 47,225.06		146,198.90
THOMPSON	CRAIG	Police Officer	\$ 56,580.52	\$ 7,532.80	\$ 16,495.58	\$ 22,115.46	102,724.36
TIBERI	DOMINIC	Detective	\$ 68,965.68	\$ 22,058.59	\$ 90,802.10	\$ 2,794.68	184,621.05
VOLPICELLI	COREY	Police Officer	\$ 59,362.51	\$ 7,316.88	\$ 9,697.63	\$ 12,689.52	89,066.54
ASHE	CONOR	Detail Officer				\$ 198.56	198.56
AULD	MARK	Detail Officer				\$ 819.06	819.06
BAUSCH	WILLIAM	Detail Officer				\$ 397.12	397.12
BAVOSI	ANTHONY	Detail Officer				\$ 794.24	794.24
BOLZE	MICHAEL	Detail Officer				\$ 198.56	198.56
BRANCH	JONATHAN	Detail Officer				\$ 794.24	794.24

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
CLAFFEY	MICHAEL	Detail Officer				\$ 397.12	397.12
DICKINSON	ROBERT	Detail Officer				\$ 1,985.60	1,985.60
DION	SCOTT	Detail Officer				\$ 1,290.64	1,290.64
EISELE	GARIN	Detail Officer				\$ 198.56	198.56
FALVEY	DAVID	Detail Officer				\$ 769.42	769.42
FILADELFO	FELICIA	Detail Officer				\$ 1,787.04	1,787.04
FLEMING	LAWRENCE	Detail Officer				\$ 198.56	198.56
FOSS	STEPHEN	Detail Officer				\$ 198.56	198.56
GUZOWSKI	EDWARD	Detail Officer				\$ 2,084.88	2,084.88
HARRINGTON	DEREK	Detail Officer				\$ 198.56	198.56
HART	THOMAS	Detail Officer				\$ 2,907.00	2,907.00
HAYES	JOSEPH	Detail Officer				\$ 1,712.58	1,712.58
HEAVEY	MICHAEL	Detail Officer				\$ 397.12	397.12
HOLE	STEVEN	Detail Officer				\$ 670.14	670.14
MACDOUGALL	JOSEPH	Detail Officer				\$ 198.56	198.56
MCLAUGHLIN	PAUL	Detail Officer				\$ 397.12	397.12
MEINKE	JOHN	Detail Officer				\$ 893.52	893.52
MOUYOS	WILLIAM	Detail Officer				\$ 397.12	397.12
PADULA	CHRISTOPHER	Detail Officer				\$ 843.88	843.88
ROLLS	JULIUS	Detail Officer				\$ 397.12	397.12
SENA	VIRIATO	Detail Officer				\$ 347.48	347.48
THAYER	GERALD	Detail Officer				\$ 3,474.80	3,474.80
WATSON	JEFFREY	Detail Officer				\$ 1,389.92	1,389.92
WAYNE	JOHN	Detail Officer				\$ 620.50	620.50
WILLIS	GEORGE	Detail Officer				\$ 2,432.36	2,432.36
TRAFFIC SUPERVISORS							
FAIZONE	PETER	School Traffic Officer	\$ 9,271.10	\$ 75.00			9,346.10
GORMAN	CLAIRE	School Traffic Officer	\$ 8,956.58	\$ 75.00			9,031.58
MONROE	JOANNE	School Traffic Officer	\$ 8,586.62	\$ 75.00			8,661.62
PITMAN	ROBIN	School Traffic Officer	\$ 9,431.37	\$ 75.00			9,506.37

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
FIRE DEPARTMENT							
ALGER	JOHN	Firefighter/EMT	\$ 56,443.80	\$ 2,071.00	\$ 18,711.61	\$ 304.00	77,530.41
BARRETT	RICHARD	Fire Chief	\$ 114,181.06	\$ 2,137.45			116,318.51
BISHOP	CHARLES	Firefighter/EMT	\$ 56,601.65	\$ 2,146.00	\$ 2,062.52		60,810.17
CONRAD	ROBERT	Fire Lt/EMT	\$ 60,222.01	\$ 2,250.50	\$ 34,969.18		97,441.69
FARRAGHER-GEMMA	ANTHONY	On-Call Firefighter	\$ 1,464.54	\$ 263.17			1,727.71
GILES	JAMES	On-Call Firefighter	\$ 627.66	\$ 263.17			890.83
GOES	MANUEL	On-Call Firefighter	\$ 2,262.37	\$ 518.67			2,781.04
HENDON	MATTHEW	Firefighter/EMT	\$ 56,706.30	\$ 1,621.00	\$ 40,778.85		99,106.15
HLADICK	ANDREW	On-Call Firefighter - Captain	\$ 8,651.20	\$ 1,908.84			10,560.04
HOWARD	MICHAEL	On-Call Firefighter	\$ 2,731.73	\$ 518.67			3,250.40
HOWELL	PHILIP	On-Call Firefighter	\$ 608.64	\$ 263.17			871.81
HOWLEY	VINCENT	On-Call Firefighter	\$ 63,315.48	\$ 2,450.50	\$ 21,215.35		86,981.33
JONES	GERARD	On-Call Firefighter	\$ 4,372.72	\$ 1,038.67			5,411.39
KELLEY	JASON	On-Call Firefighter	\$ 6,996.24	\$ 1,558.67	\$ 10,406.70		18,961.61
KILMARTIN	BRITTANY	On-Call Firefighter	\$ 2,824.89	\$ 518.67			3,343.56
LABARGE	SEAN	On-Call Firefighter	\$ 7,438.08	\$ 518.67			7,956.75
LENEHAN	DENIS	On-Call Firefighter	\$ 9,805.15	\$ 1,558.37	\$ 2,903.25		14,266.77
PERKINS	LUCAS	On-Call Firefighter	\$ 9,074.65	\$ 1,211.92			10,286.57
PIORKOWSKI	KAZIMIERZI	On-Call Firefighter - Captain/EMT	\$ 1,741.27	\$ 868.84			2,610.11
POLIMENO	BRIAN	Firefighter ALS	\$ 51,380.67	\$ 1,621.00	\$ 20,352.39		73,354.06
SANTAFE	WILLIAM	On-Call Firefighter	\$ 8,068.87	\$ 1,038.67			9,107.54
SCHULZ	WILLIAM	Fire Lt/EMT	\$ 60,110.76	\$ 2,350.50	\$ 24,974.09	\$ 381.76	87,817.11
SCOTLAND	MICHAEL	Firefighter/EMT	\$ 56,985.00	\$ 2,146.00	\$ 12,529.45		71,660.45
SHAW	PAUL	Firefighter/EMT	\$ 56,443.80	\$ 2,371.00	\$ 37,162.64	\$ 304.00	96,281.44
SULLIVAN	JOSEPH	On-Call Firefighter	\$ 5,048.82	\$ 1,558.67	\$ 7,747.68		14,355.17
TYNER	STEPHEN	On-Call Firefighter	\$ 361.38	\$ 263.17			624.55
WENZEL	CAMERON	On-Call Firefighter	\$ 4,576.87	\$ 1,038.67			5,615.54

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
DISPATCH							
CAHILL	ROBIN	Dispatcher	\$ 49,150.68	\$ 2,919.12	\$ 19,733.29		71,803.09
GODINO	JOHN	Dispatcher	\$ 39,489.93	\$ 2,088.24	\$ 11,203.97		52,782.14
KEARNS	PAUL	Dispatcher	\$ 39,565.35	\$ 1,214.98	\$ 4,529.54		45,309.87
KUHN	DAVID	Dispatcher	\$ 48,021.20	\$ 1,075.00	\$ 1,229.32		50,325.52
LAPAN	JUDI	Dispatcher	\$ 448.75				448.75
LOPEZ	JAMES	Dispatcher	\$ 24,641.71		\$ 31,299.52		55,941.23
O'DOWD	BRIAN	Dispatcher	\$ 1,381.09				1,381.09
PUOPOLO	EVAN	Dispatcher	\$ 3,459.20				3,459.20
SULLIVAN	MATTHEW	Dispatcher	\$ 16,249.58				16,249.58
BUILDING DEPARTMENT							
BYRNE	DAVID	Electrical Inspector	\$ 3,471.91	\$ 30,980.72			34,452.63
COSTELLO	TIMOTHY	Gas/Plumbing Inspector	\$ 20,359.12	\$ 20,359.12			20,359.12
GIAMPIETRO	MICHAEL	Building Inspector	\$ 84,872.39	\$ 4,100.38			88,972.77
MEE	JOHN	Building/Plumbing/Wiring Inspector	\$ 2,735.00	\$ 2,735.00			2,735.00
PELLETIER	GARY	Asst. Bldg Inspector	\$ 907.50	\$ 12,915.56			13,823.06
PROVENCAL-JONES	MICHELLE	Department Assistant	\$ 24,187.23	\$ 1,102.30			24,187.23
ROSE	JOHN	Building/Plumbing/Wiring Inspector		\$ 1,102.30			1,102.30
SHEA	JEFFREY	Building/Plumbing/Wiring Inspector		\$ 226.85			226.85
SEALER WEIGHTS & MEASURES							
ALLSHOUSE	W.	Sealer Weights & Measurers	\$ 3,037.50				3,037.50
ANIMAL CONTROL							
HAMELIN	BRENDA	Animal Control Officer	\$ 67,851.00	\$ 950.00			68,801.00
MALLETTE	ERIN	Weekend Officer	\$ 5,810.10				5,810.10

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
DPW DEPARTMENT							
FAGAN	CHARLES	Seasonal	\$ 3,648.00				3,648.00
FARRICY	FRANCIS	HEO/Laborer	\$ 51,500.80	\$ 1,000.00	\$ 2,431.14		54,931.94
GILMORE	DEIRDRE	DPW Department Assistant	\$ 48,449.22	\$ 750.00	\$ 4,714.32		53,913.54
HILLERY	MICHAEL	HEO/Laborer	\$ 53,883.42		\$ 17,094.33		70,977.75
KANDOLA	KEVIN	Mechanic	\$ 56,489.16	\$ 7,528.12	\$ 17,830.13		81,847.41
MAGNINES	WILLIAM	HEO/Laborer	\$ 13,514.24	\$ 1,208.04	\$ 3,525.57		18,247.85
MAIN	STEPHEN	HEO/Laborer	\$ 49,129.60	\$ 1,000.00	\$ 6,630.25		56,759.85
MAIN	ZACHARY	Seasonal	\$ 3,864.00				3,864.00
MCDONALD	SHAWN	HEO/Laborer	\$ 40,365.06		\$ 4,423.73		44,788.79
MCKAY	JAMES	Deputy Dir/Chief of Opp	\$ 96,492.46	\$ 4,196.04			100,688.50
MCKENNEY	RONALD	Water/Sewer Tech	\$ 54,279.63	\$ 6,420.00	\$ 10,274.14		70,973.77
MURPHY	PATRICK	Seasonal	\$ 3,228.00				3,228.00
PERCIACCANTE	MICHAEL	General Forman	\$ 41,024.02	\$ 3,158.36	\$ 1,536.32		45,718.70
RACHMACIEJ	DAVID	General Forman	\$ 53,231.02	\$ 7,619.33	\$ 19,215.80		80,066.15
SIMPSON	TYLER	Seasonal	\$ 3,864.00				3,864.00
SOUZA	FREDERICK	HEO/Laborer	\$ 49,976.64	\$ 1,000.00	\$ 4,097.16		55,073.80
WAGNER	RYAN	HEO/Laborer	\$ 23,856.00	\$ 1,689.60	\$ 6,560.46		32,106.06
WANDERS	JONATHAN	HEO/Laborer	\$ 48,471.28		\$ 12,257.99		60,729.27
BOARD OF HEALTH							
D'ANGELO	KAREN	Nurse	\$ 16,690.76				16,690.76
PHILBEN	VICKIE	Department Assistant	\$ 33,832.26	\$ 750.00	\$ 828.75		35,411.01
THISSELL	BARBARA	Director	\$ 71,435.90				71,435.90
COUNCIL ON AGING							
DALY	ROBERT	Transportation	\$ 8,205.00				8,205.00
HOLMES	ALBERT	Transportation	\$ 2,658.00				2,658.00
KAUR	GUNBHUSHAN	Clerk	\$ 1,987.08				1,987.08
KAYO	PATRICIA	Director	\$ 48,929.85	\$ 425.00			49,354.85
LAFRENIERE	CAROL	Outreach	\$ 16,529.89				16,529.89
MC MILLIAN	BRADFORD	Transportation	\$ 7,020.00				7,020.00
PUOPOLO	MAUREEN	Transportation Coordinator	\$ 9,716.09				9,716.09
VETERANS AGENT							
HARRIS	CYNTHIA	Veterans Director	\$ 5,587.64				5,587.64
YEAGER	H ROBERT	Veterans Director	\$ 1,255.24				1,255.24

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
LIBRARY DEPARTMENT							
BROOKS	DONNA	Library Assistant	\$ 19,706.98				19,706.98
BUSA	DIANE	On-Call	\$ 679.29				679.29
COTE	WESLEY	Library Page	\$ 3,760.00				3,760.00
DAVIS	ESTHER	Library Assistant/Cataloguer	\$ 21,582.18				21,582.18
DOYLE	NANCY	Head of Circulation	\$ 20,604.86	\$ 650.00			21,254.86
FERMANO	LORRAINE	On-Call	\$ 1,380.34				1,380.34
LENT	ALEXANDER	Director	\$ 71,324.76				71,324.76
MORTIMER	KAREN	Library Page	\$ 8,748.62				8,748.62
ROMANO	RENA	Sr. Library Assistant	\$ 16,585.93				16,585.93
SILVERMAN	RACHEL	Childrens Librarian	\$ 50,558.99	\$ 650.00			51,208.99
SMITH	MARTHA	On-Call	\$ 4,160.82				4,160.82
YUEN	ERICA	Library Assistant	\$ 2,328.71				2,328.71
PERMANENT BUILDING COMMITTEE							
MAIN	BRIAN	Clerk of the Works	\$ 125,000.16				125,000.16
BORST	KIMBERLY	Secretary	\$ 10,283.27				10,283.27

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
SCHOOL-TEACHER							
ADAMS	MICHELLE	Teacher	\$ 64,607.69	\$ 456.45			65,064.14
ALAN	RACHEL	Teacher	\$ 60,721.18	\$ 60.00			60,781.18
ALCONADA	SCOTT	Teacher	\$ 72,506.93	\$ 4,112.66			76,619.59
AL-HAZA	SARAH	Teacher	\$ 79,554.19	\$ 772.00			80,326.19
AMES	SARA	Teacher	\$ 95,460.10	\$ 299.65			95,759.75
AWDYCKI	MARK	Teacher	\$ 93,647.73	\$ 3,255.20			96,902.93
BAGLIONI	KRISTA	Teacher	\$ 67,192.36	\$ 50.00			67,242.36
BALL	AMY	Teacher	\$ 42,660.84	\$ 83.23			42,744.07
BARTLEY	VICTORIA	Teacher	\$ 77,483.55	\$ 2,628.00			80,111.55
BASILE	CAELAH	Teacher	\$ 95,460.10	\$ 973.57			96,433.67
BENHAM	LANCE	Teacher	\$ 75,062.56	\$ 1,395.50			76,458.06
BERNIER-GARZON	CATHLEEN	Teacher	\$ 95,460.10	\$ 1,339.19			96,799.29
BIGELOW	STEPHEN	Teacher	\$ 93,067.69	\$ 6,083.00			99,150.69
BOTELHO	KRISTINE	Teacher	\$ 79,180.90	\$ 219.93			79,400.83
BRODEUR	MARISSA	Teacher	\$ 42,617.32	\$ 125.00			42,742.32
BROWNING	SARAH	Teacher	\$ 81,129.16	\$ 1,035.15			82,164.31
CANNON	ALINE	Teacher	\$ 27,298.60	\$ 4,282.88			31,581.48
CANTOREGGI	WENDI	Teacher	\$ 85,236.89	\$ 161.75			85,398.64
CARLSON	JENNIFER	Teacher	\$ 92,678.88	\$ 698.07			93,376.95
CARR	BARBARA	Teacher	\$ 87,150.52	\$ 1,044.95			88,195.47
CARTER	MICHAEL	Teacher	\$ 68,557.53	\$ 1,199.50			69,757.03
CAULFIELD	MARK	Teacher	\$ 85,236.89	\$ 233.07			85,469.96
CHENEY	ERIN	Teacher	\$ 59,009.81	\$ 388.50			59,398.31
CHISHOLM	JENNIFER	Teacher	\$ 79,045.02	\$ 223.07			79,268.09
COHEN	ADRIA	Teacher	\$ 95,460.10	\$ 5,874.67			101,334.77
COLCORD	AMIE	Teacher	\$ 64,338.77	\$ 325.85			64,664.62
COLLINS	MICHAEL	Teacher	\$ 37,776.04	\$ 525.30			38,301.34
COLWELL	JULIE	Teacher	\$ 63,150.09	\$ 446.04			63,596.13
CONNER	LAURA	Teacher	\$ 14,414.00				14,414.00
COPICE	STEPHANIE	Teacher	\$ 87,205.78	\$ 7,996.50			95,202.28
COTTER	DIANE	Teacher	\$ 92,678.88	\$ 6,961.93			99,640.81
CRAIG	SHERRI	Teacher	\$ 26,683.39				26,683.39
DANEHY	DIANE	Teacher	\$ 85,236.89	\$ 2,866.77			88,103.66
DEL VALLE PEREZ	JAVIER	Teacher	\$ 62,873.27	\$ 1,199.51			64,072.78
D'ESPINOSA	MARY-ELLEN	Teacher	\$ 90,164.44	\$ 1,663.19			91,827.63
DIGIAMMERINO	DAVID	Teacher	\$ 88,627.62				88,627.62

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
DIVVER	PATRICIA	Teacher	\$ 93,067.69	\$ 2,168.07			95,235.76
DOHERTY	MARGARET	Teacher	\$ 92,678.88	\$ 223.07			92,901.95
EATON	JENNIFER	Teacher	\$ 88,991.00	\$ 448.19			89,439.19
FALCONE	CELESTE	Teacher	\$ 20,013.59	\$ 25.00			20,038.59
FALLON	ANTHONY	Teacher	\$ 90,385.96	\$ 1,338.91			91,724.87
FALLON	DAVID	Teacher	\$ 99,454.69	\$ 997.07			100,451.76
FEMINO	MARK	Teacher	\$ 70,102.22	\$ 4,177.00			74,279.22
FITZGERALD	YVONNE	Teacher	\$ 88,858.96	\$ 2,010.07			90,869.03
FREDETTE	JULIA	Teacher	\$ 74,731.53	\$ 834.31			75,565.84
GALLIVAN	ALICE	Teacher	\$ 50,094.52	\$ 15.00			50,109.52
GARB-PALUMBO	JENNIFER	Teacher	\$ 48,018.23	\$ 859.00			48,877.23
GEORGE	ARPPANA	Teacher	\$ 31,243.08	\$ 15.00			31,258.08
GHETTI	ALAINA	Teacher	\$ 80,210.01	\$ 1,280.50			81,490.51
GIORDANO	JAIME	Teacher	\$ 43,323.30	\$ 25.00			43,348.30
GIUNTA	LINSEY	Teacher	\$ 75,261.83	\$ 775.50			76,037.33
GRANCHELLI	PATRICIA	Teacher	\$ 67,683.85				67,683.85
GRAVES	RACHEL	Teacher	\$ 49,910.55	\$ 571.75			50,482.30
GUERTIN	JENNIFER	Teacher	\$ 74,131.69	\$ 595.70			74,727.39
HACKETT	MIRANDA	Teacher	\$ 88,991.00	\$ 821.69			89,812.69
HAGGERTY	CAROL	Teacher	\$ 79,448.48	\$ 1,477.07			80,925.55
HERNANDEZ	MIGUELINA	Teacher	\$ 95,460.10	\$ 473.92			95,934.02
HICKEY	DEBORAH	Teacher	\$ 95,460.10	\$ 3,701.19			99,161.29
HODGE	APRIL	Teacher	\$ 81,187.93	\$ 790.50			81,978.43
HOWDEN	TIMOTHY	Teacher	\$ 65,676.02	\$ 1,786.54			67,462.56
HURVITZ	MICHELLE	Teacher	\$ 72,367.01	\$ 743.80			73,110.81
INGRAHAM	THOMAS	Teacher	\$ 84,936.74	\$ 2,877.80			87,814.54
JONES	MICHELLE	Teacher	\$ 89,488.60	\$ 9,125.50			98,614.10
KALMBACH	FAYE	Teacher	\$ 95,157.49	\$ 2,539.34			97,696.83
KENDRICK	SCOTT	Teacher	\$ 86,475.24	\$ 1,604.15			88,079.39
KRABY	BRIAN	Teacher	\$ 91,325.19	\$ 1,145.00			92,470.19
LAFFERTY	LISA	Teacher	\$ 75,582.26	\$ 423.50			76,005.76
LAHAH	MICHELE	Teacher	\$ 89,219.14	\$ 1,061.57			90,280.71
LANEY	SAMANTHA	Teacher	\$ 74,486.44	\$ 1,835.70			76,322.14
LANG	PAULA	Teacher	\$ 95,460.10	\$ 6,906.16			102,366.26
LAUX	KEVIN	Teacher	\$ 52,313.82	\$ 331.68			52,645.50
LEMAN	APRIL	Teacher	\$ 68,950.93	\$ 2,257.06			71,207.99
LEMP-MUNIO	JACLYN	Teacher	\$ 47,190.98				47,190.98

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
LINDGREN	BERNADETTE	Teacher	\$ 77,237.06	\$ 1,517.28			78,754.34
LUCEY	SYDNA	Teacher	\$ 95,460.10	\$ 10,346.01			105,806.11
LUNG	BECKET	Teacher	\$ 29,551.38				29,551.38
MAGUIRE	JANET	Teacher	\$ 87,970.44	\$ 463.19			88,433.63
MANNION	DANIELLE	Teacher	\$ 81,491.03	\$ 1,684.80			83,175.83
MANTHEI	HEIDI	Teacher	\$ 86,881.56	\$ 2,922.58			89,804.14
MCKAY	MICHAEL	Teacher	\$ 74,425.10	\$ 2,148.80			76,573.90
MELLIN	JACLYN	Teacher	\$ 65,407.50	\$ 25.00			65,432.50
MERUSI	CAMILLE	Teacher	\$ 89,488.60	\$ 25.00			89,513.60
MIGOS	VASILIA	Teacher	\$ 52,979.98	\$ 840.72			53,820.70
MOLINARI	LYNN	Teacher	\$ 19,236.50	\$ 1,448.26			20,684.76
MONAGHAN	SHARON	Teacher	\$ 80,215.35	\$ 2,521.32			82,736.67
MUCCIARONE	KAITLIN	Teacher	\$ 61,320.49	\$ 1,083.00			62,403.49
NARDONE	CHRISTOPHER	Teacher	\$ 53,492.07				53,492.07
NEVILLE	PATRICK	Teacher	\$ 46,490.71	\$ 2,003.04			48,493.75
NICKERSON	LAUREN	Teacher	\$ 1,067.82				1,067.82
NORTON	JANICE	Teacher	\$ 85,236.89	\$ 2,693.07			87,929.96
PALADINO	NICOLE	Teacher	\$ 79,180.90	\$ 780.50			79,961.40
PANCIOCCO	GLEN	Teacher	\$ 98,699.75	\$ 448.19			99,147.94
PANCIOCCO	MICHELLE	Teacher	\$ 31,640.55	\$ 164.10			31,804.65
PERACHIO	MOLLIE	Teacher	\$ 48,519.18	\$ 25.00			48,544.18
PHINNEY	DEREK	Teacher	\$ 59,497.52	\$ 3,547.50			63,045.02
POULOS	JAMES	Teacher	\$ 52,098.34	\$ 25.00			52,123.34
REARDON	KERI	Teacher	\$ 68,303.08	\$ 830.50			69,133.58
ROBINSON	MARA	Teacher	\$ 72,584.82	\$ 720.48			73,305.30
ROONEY	CHRISTINA	Teacher	\$ 69,764.66	\$ 1,088.57			70,853.23
ROTHCHILD	MARTHA	Teacher	\$ 47,332.71	\$ 85.00			47,417.71
RYAN	JANET	Teacher	\$ 97,807.07	\$ 583.54			98,390.61
SACCARDO	MOLLY	Teacher	\$ 85,236.89	\$ 1,627.75			86,864.64
SAEGH	JOHN	Teacher	\$ 63,825.20	\$ 85.00			63,910.20
SCOTLAND	LAUREN	Teacher	\$ 19,291.14				19,291.14
SEARS	ALLISON	Teacher	\$ 62,479.10	\$ 603.02			63,082.12
SHAUGHNESSY	DIANE	Teacher	\$ 79,554.19	\$ 296.15			79,850.34
SHEA	ELIZABETH	Teacher	\$ 19,351.60	\$ 25.00			19,376.60
SHEPARDSON	MICHELLE	Teacher	\$ 76,831.39	\$ 785.08			77,616.47
SHOCKLEY	JANET	Teacher	\$ 74,163.47	\$ 787.00			74,950.47
SIRACO	GABRIELLE	Teacher	\$ 76,940.74	\$ 259.47			77,200.21

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
SKELLY	CAROLYN	Teacher	\$ 80,595.55	\$ 328.16			80,923.71
SMITH	LAURIE	Teacher	\$ 37,306.50	\$ 50.00			37,356.50
STEVENS	RILEY	Teacher	\$ 54,426.50	\$ 2,294.92			56,721.42
TAFT	DIANA	Teacher	\$ 73,206.88	\$ 25.00			73,231.88
TALMADGE-KEIMIG	BARBARA	Teacher	\$ 74,143.19	\$ 473.19			74,616.38
TASHIAN	KELLY	Teacher	\$ 88,991.00	\$ 473.19			89,464.19
TUCKER	ANNETTE	Teacher	\$ 77,129.63	\$ 150.00			77,279.63
VALLUZZI	ANNE	Teacher	\$ 87,813.42	\$ 1,174.00			88,987.42
VERDY	DOROTHY	Teacher	\$ 5,942.69	\$ 7,000.00			12,942.69
WEBER	MADISON	Teacher	\$ 6,769.71	\$ 169.08			6,938.79
WHITE	JANINE	Teacher	\$ 11,068.28	\$ 563.81			11,632.09
WHITE	JANINE	Teacher	\$ 62,274.06				62,274.06
WHITE	JOEL	Teacher	\$ 53,770.87				53,770.87
WHITE	PATRICIA	Teacher	\$ 77,624.13	\$ 109.35			77,733.48
YOUNG	MEREDITH	Teacher	\$ 74,437.66	\$ 1,005.00			75,442.66
ZIEMBA	MARYANN	Teacher	\$ 75,261.83	\$ 2,181.50			77,443.33

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
SCHOOL-ADMINISTRATION							
BUSH	DAVID	Lead Computer Tech	\$ 57,382.57	\$ 4,884.00			62,266.57
GRANT	CHARLES	Dir. of Student Affairs/Athletic Dir.	\$ 117,421.50	\$ 7,000.00			124,421.50
GUSTAFSON	NANCY	Superintendent	\$ 175,337.29				175,337.29
KNOWLTON	MAUREEN	Middle School Principal	\$ 112,185.94	\$ 1,000.00			113,185.94
LYNN	JOAN	School Curriculum Director	\$ 119,690.80	\$ 4,197.72			123,888.52
MARKS	SUE	Director of Student Services	\$ 125,548.94	\$ 5,400.00			130,948.94
MULLANEY	ROBERT	High School Principal	\$ 132,942.32	\$ 4,156.02			137,098.34
PHELPS	JASON	Clyde Brown Principal	\$ 117,441.06	\$ 2,000.00			119,441.06
TESSIER	CATHERINE	Technology Director	\$ 102,279.46	\$ 1,747.00			104,026.46
TIRRELL	DONALD	Lead Computer Tech	\$ 67,129.30	\$ 3,175.41			70,304.71
YU	CHUNLIN	Busness Manager	\$ 101,652.30				101,652.30
SCHOOL-OTHER							
MORRISSEAU	TAMMY	ABA Therapist	\$ 22,210.83	\$ 150.00			22,360.83
PIZZI	KAREN	ABA Therapist	\$ 31,320.17	\$ 1,168.40			32,488.57
SHERIDAN	PATRICIA	ABA Therapist	\$ 24,658.99	\$ 200.00			24,858.99
MCDERMOTT	MAUREEN	Accounts Payable	\$ 24,543.62	\$ 2,600.00			27,143.62
BANNISTER	RICHARD	Bus Driver	\$ 13,399.02				13,399.02
BRYANT	ICOM	Bus Driver	\$ 3,132.28				3,132.28
BUTLER	CAROL	Bus Driver	\$ 28,742.10		\$ 3,209.73		31,951.83
CAPRIGNO	JOHN	Bus Driver	\$ 844.39				844.39
CARBEAU	CYNTHIA	Bus Driver	\$ 22,354.22	\$ 750.00			23,104.22
CENATUS	MIRADIEU	Bus Driver	\$ 5,850.42	\$ 200.00			6,050.42
COLANTONI	JEAN	Bus Driver	\$ 10,732.41				10,732.41
COUSLAND	LINDA	Bus Driver	\$ 17,487.98	\$ 825.00			18,312.98
DAOULABANI	JOY	Bus Driver	\$ 18,725.34				18,725.34
DEMARTIN	KAREN	Bus Driver	\$ 32,192.56		\$ 369.32		32,561.88
GEARY	PAUL	Bus Driver	\$ 16,148.18				16,148.18
GEDDES	CATHERINE	Bus Driver	\$ 7,853.92	\$ 42.58			7,896.50
GEDDES	ROBERT	Bus Driver	\$ 6,691.03	\$ 42.58			6,733.61
HEINZ	JOHN	Bus Driver	\$ 24,605.74				24,605.74
KILLOY	PAUL	Bus Driver	\$ 18,695.92	\$ 375.00			19,070.92

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
LABARGE	SANDRA	Bus Driver	\$ 30,591.00	\$ 14,554.75			45,145.75
LONG	IRENE	Bus Driver	\$ 5,138.98	\$ 375.00			5,513.98
MALONEY	JOHN	Bus Driver	\$ 13,895.77				13,895.77
MALONEY	MARIANNE	Bus Driver	\$ 20,462.02				20,462.02
MANCUSO	JOANN	Bus Driver	\$ 1,885.74				1,885.74
MANSON	PAUL	Bus Driver	\$ 9,974.79				9,974.79
MEEK	JANE	Bus Driver	\$ 20,542.16				20,542.16
O'CONNOR	PAUL	Bus Driver	\$ 21,046.15				21,046.15
PAGE	WILLIAM	Bus Driver	\$ 26,778.08	\$ 14.35			26,792.43
PROGRI	EDUARD	Bus Driver	\$ 31,386.26	\$ 375.00			31,761.26
RICE	DUANE	Bus Driver	\$ 22,566.39	\$ 1,131.40			23,697.79
ROGERS	LISA	Bus Driver	\$ 32,579.51	\$ 363.64	\$ 7,685.03		40,628.18
SCHMALL	RANDALL	Bus Driver	\$ 2,658.15				2,658.15
SEXTON-BRYANT	LAURA	Bus Driver	\$ 843.65				843.65
SHANNON	ROBERT	Bus Driver	\$ 30,290.39	\$ 575.00			30,865.39
WAINWRIGHT	CHARLES	Bus Driver	\$ 128.50				128.50
WHITE	PAMELA	Bus Driver	\$ 23,660.36				23,660.36
WIERZBICKI	KATHRYN	Bus Driver	\$ 27,222.50				27,222.50
CARREIRO	DENISE	Bus Monitor	\$ 1,029.90				1,029.90
GARLAND	MICHELE	Bus Monitor	\$ 14,563.57				14,563.57
HUME	ANASTASIA	Bus Monitor	\$ 12,475.89	\$ 375.00			12,850.89
MARSHALL	SUSAN	Bus Monitor	\$ 4,218.51				4,218.51
FALLON	SHAWN	Cafeteria Manager	\$ 15,220.63		\$ 231.88		15,452.51
LEWANDOWSKI	JANET	Cafeteria Manager	\$ 12,906.61	\$ 825.00			13,731.61
WHITE	ERIK	Cafeteria Manager	\$ 9,013.38		\$ 498.70		9,512.08
ADAIR	LOUISE	Cafeteria Substitute	\$ 1,901.28				1,901.28
BARR	JACQUELINE	Cafeteria Worker	\$ 19,053.88	\$ 525.00			19,578.88
DIDONATO	ARLENE	Cafeteria Worker	\$ 19,778.67	\$ 525.00	\$ 250.50		20,554.17
HOWELL	CATHERINE	Cafeteria Worker	\$ 11,626.09				11,626.09
JOHNSTON	AUDREY	Cafeteria Worker	\$ 4,089.37				4,089.37
KAZIS	JENNIFER	Cafeteria Worker	\$ 13,329.53				13,329.53
LAZARE	PATTEE	Cafeteria Worker	\$ 11,318.00	\$ 512.63			11,830.63
PHILLIPS	BARBARA	Cafeteria Worker	\$ 24,211.95	\$ 625.00			24,836.95
TARARA-WOODS	GINA	Cafeteria Worker	\$ 2,101.47				2,101.47
JOHNSON	ARTHUR	Custodian	\$ 44,204.88	\$ 1,135.44	\$ 4,007.85		49,348.17
LOPEZ	ANGEL	Custodian	\$ 37,589.29	\$ 50.26	\$ 4,478.14		42,117.69
MANSON	BENJAMIN	Custodian	\$ 40,327.44	\$ 94.14	\$ 10,369.49		50,791.07

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
OLSON	DALE	Custodian	\$ 15,560.33	\$ 100.00			15,660.33
OLSON	DANA	Custodian	\$ 49,592.20	\$ 1,600.15	\$ 3,058.08		54,250.43
POSTLER	ROBERT	Custodian	\$ 64,588.23	\$ 1,818.90	\$ 3,615.14		70,022.27
SIMS	PAUL	Custodian	\$ 41,331.20	\$ 990.18	\$ 7,908.17		50,229.55
TINGLEY	BRYON	Custodian	\$ 37,642.39	\$ 832.20	\$ 7,404.22		45,878.81
TINGLEY	PAUL	Custodian	\$ 49,862.84	\$ 2,081.95	\$ 9,842.04		61,786.83
MARDEN	NANCY	Date Specialist	\$ 46,853.66				46,853.66
BENOIT	CHRISTIANA	Extended Day Aide	\$ 2,247.00				2,247.00
BLANCHETTE	NICOLE	Extended Day Aide	\$ 1,120.35				1,120.35
CARR	JOHANNA	Extended Day Aide	\$ 3,001.64				3,001.64
CHETSAS	PHOEBE	Extended Day Aide	\$ 894.50				894.50
COLLINS	OLIVIA	Extended Day Aide	\$ 2,214.00				2,214.00
DOYLE	ABIGAIL	Extended Day Aide	\$ 2,270.00				2,270.00
GILLIS	MARGARET	Extended Day Aide	\$ 5,403.34				5,403.34
HALL	EMILY	Extended Day Aide	\$ 4,667.79				4,667.79
HALL	HANNAH	Extended Day Aide	\$ 5,601.50				5,601.50
HAMPTON	SARAH	Extended Day Aide	\$ 5,107.94				5,107.94
HOWARD	KASANDRA	Extended Day Aide	\$ 1,818.00				1,818.00
MOYNIHAN	CAYLEY	Extended Day Aide	\$ 1,971.00				1,971.00
PARKER	SARAH	Extended Day Aide	\$ 5,623.82				5,623.82
POSKLENSKY	CHRISTOPHER	Extended Day Aide	\$ 168.00				168.00
STAMOULIS	ELENI	Extended Day Aide	\$ 1,164.18				1,164.18
SWENSON	KYUE	Extended Day Aide	\$ 4,750.09				4,750.09
TAGLIAFERRI	BREANNA	Extended Day Aide	\$ 20,039.40				20,039.40
BRYNZKA	RACHEL	Extended Day Coordinator	\$ 14,163.15	\$ 527.05			14,690.20
KRUGER CATALDO	SONJA	Extended Day Coordinator	\$ 17,590.00	\$ 105.09	\$ 37.50		17,732.59
THOMPSON	ELAINE	Extended Day Coordinator	\$ 4,510.00		\$ 157.50		4,667.50
NOONAN	JEANNE	Extended Day Director	\$ 11,981.08				11,981.08
TOCCI	KATHY	Extended Day Director	\$ 57,302.42				57,302.42

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
AKINS	MARY ELLEN	Extended Day Instructor	\$ 14,180.18				14,180.18
BORIA	ROBIN	Extended Day Instructor	\$ 6,730.57				6,730.57
CADMAN	MELISSA	Extended Day Instructor	\$ 13,341.85	\$ 750.00			14,091.85
DESANTIS	DONNA	Extended Day Instructor	\$ 290.25				290.25
ELDRIDGE	ELLEN	Extended Day Instructor	\$ 23,929.22	\$ 1,000.00			24,929.22
HESSE	KRISTIN	Extended Day Instructor	\$ 2,501.25				2,501.25
KELLY	BRENDA	Extended Day Instructor	\$ 9,589.00				9,589.00
MARLBOROUGH	JESSICA	Extended Day Instructor	\$ 18,730.58	\$ 25.46			18,756.04
MCCARTER	JOANNE	Extended Day Instructor	\$ 33,215.06	\$ 2,596.72	\$ 565.10		36,376.88
MONAGHAN	LIZBETH	Extended Day Instructor	\$ 2,501.25				2,501.25
PEROS	ZOE	Extended Day Instructor	\$ 12,582.30				12,582.30
PETERSON	KAREN	Extended Day Instructor	\$ 21,914.51	\$ 1,000.00			22,914.51
QUINZANI	KRISTIN	Extended Day Instructor	\$ 25,219.70		\$ 146.14		25,365.84
REILLY	JUDY	Extended Day Instructor	\$ 22,607.68				22,607.68
RYAN	CAROLYN	Extended Day Instructor	\$ 4,027.50				4,027.50
WELBY	MANDY	Extended Day Instructor	\$ 10,068.90				10,068.90
WORKS	JENNIFER	Extended Day Instructor	\$ 2,136.00				2,136.00
CLARK	HAILEY	Extended Day Substitute	\$ 31.50				31.50
COPICE	CAITLIN	Extended Day Substitute	\$ 165.00				165.00
MALZONE	JENNIFER	Extended Day Substitute	\$ 2,234.25				2,234.25
ROSSI	DANIELLE	Extended Day Substitute	\$ 110.00				110.00
KNOWLES	RICHARD	Lead Computer Tech	\$ 56,485.53	\$ 350.00	\$ 334.97		56,820.50
ALONZO	ALMA	Paraprofessional	\$ 24,654.30	\$ 350.00			25,004.30
BASTARACHE	WHITNEY	Paraprofessional	\$ 4,338.00				4,338.00
BIANCHI	AMANDA	Paraprofessional	\$ 8,130.00				8,130.00
BLANCHETTE	KAREN	Paraprofessional	\$ 46,702.74	\$ 1,650.00			48,352.74
BOISSY	KATHERINE	Paraprofessional	\$ 25,911.41	\$ 350.00			26,261.41
BURKE	MEGHAN	Paraprofessional	\$ 19,513.75				19,513.75
BURNS	DOREEN	Paraprofessional	\$ 23,408.54	\$ 450.00			23,858.54
CADY	SARAH	Paraprofessional	\$ 7,505.82				7,505.82
CASEY	MARGUERITE	Paraprofessional	\$ 26,197.84	\$ 597.98			26,795.82
COLE	KELSEY	Paraprofessional	\$ 18,506.16	\$ 305.56			18,811.72
COLETTA	JESSICA	Paraprofessional	\$ 11,371.54	\$ 35.33			11,406.87

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
CONROY	SAMANTHA	Paraprofessional	\$ 13,429.92				13,429.92
CORSI	KAREN	Paraprofessional	\$ 35,604.10	\$ 275.23			35,879.33
CRUZ	PAROUSIA	Paraprofessional	\$ 600.00				600.00
CURRAN	SUZANNE	Paraprofessional	\$ 17,677.65	\$ 156.15			17,833.80
DAVENPORT	LAUREN	Paraprofessional	\$ 15,876.00				15,876.00
DENMAN	COURTNEY	Paraprofessional	\$ 22,428.64	\$ 378.91			22,807.55
FURNO	KRISTIN	Paraprofessional	\$ 17,806.33				17,806.33
GLEDHILL	TRACY	Paraprofessional	\$ 22,822.86	\$ 499.33			23,322.19
GRAHAM	MOLLY	Paraprofessional	\$ 600.00				600.00
GRAHAM	SHANNON	Paraprofessional	\$ 20,252.03	\$ 79.50			20,331.53
HOWLEY	CHARLENE	Paraprofessional	\$ 26,206.99	\$ 696.63			26,903.62
IZQUIERDO	MONICA	Paraprofessional	\$ 14,302.33				14,302.33
KALE	SHALAKA	Paraprofessional	\$ 9,200.47				9,200.47
KEMP	CATHERINE	Paraprofessional	\$ 13,440.00				13,440.00
LAPPEN	SUSAN	Paraprofessional	\$ 28,021.16	\$ 806.15			28,827.31
LEISEK	MARIANNE	Paraprofessional	\$ 15,336.03				15,336.03
LUND	JENNIFER	Paraprofessional	\$ 21,930.56	\$ 173.71			22,104.27
MACGOWAN	BRETT	Paraprofessional	\$ 37,258.23	\$ 149.80			37,408.03
MALZONE	NANCY	Paraprofessional	\$ 21,194.45	\$ 244.73			21,439.18
MCGOLDRICK	CAITLIN	Paraprofessional	\$ 4,534.30				4,534.30
MOULTON	DORI	Paraprofessional	\$ 12,261.49				12,261.49
MURPHY	CINDY	Paraprofessional	\$ 1,610.10	\$ 200.00			1,810.10
MURPHY	CINDY	Paraprofessional	\$ 18,905.56				18,905.56
NEVILLE	FATIMA	Paraprofessional	\$ 2,339.04				2,339.04
NEVILLE	MARIA	Paraprofessional	\$ 1,575.23				1,575.23
PIERRO	KATHLEEN	Paraprofessional	\$ 11,856.39				11,856.39
REGAN	MELISSA	Paraprofessional	\$ 8,796.73				8,796.73
ROJEE-TALLEFER	ROBIN	Paraprofessional	\$ 26,202.40	\$ 495.13			26,697.53
SIMPSON	SUSAN	Paraprofessional	\$ 25,155.10	\$ 591.88			25,746.98
SINKS	STACY	Paraprofessional	\$ 18,144.72	\$ 334.18			18,478.90
TROY	HALEY	Paraprofessional	\$ 10,996.63	\$ 181.88			11,178.51
VASTA	CAITLIN	Paraprofessional	\$ 7,489.60				7,489.60
ZITOLI	OLIVIA	Paraprofessional	\$ 7,883.71				7,883.71

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
HANSEN	JULIE	School Clerk	\$ 27,532.58				27,532.58
JOSEPH	KIM	School Clerk	\$ 19,398.94	\$ 450.00			19,848.94
LIOTTA	JANE	School Clerk	\$ 28,590.90	\$ 1,200.00			29,790.90
MULLANEY	ERICA	School clerk	\$ 22,592.97				22,592.97
PYENSON	LENA	School Clerk	\$ 19,434.42				19,434.42
VOLPE	SHAILEEN	School Clerk	\$ 20,366.25				20,366.25
BALEN	STEVEN	School coach	\$ 5,340.00				5,340.00
BREEN	MOLLY	School coach	\$ 2,289.00				2,289.00
DISKIN	PATRICIA	School coach	\$ 7,970.50	\$ 187.25			8,157.75
DOYLE	JOHN	School coach	\$ 2,289.00				2,289.00
FARESE	LISA	School coach	\$ 5,340.00				5,340.00
GATZ	ELIZABETH	School coach	\$ 2,936.00				2,936.00
GUINAN	JOSEPH	School coach	\$ 9,046.00				9,046.00
HODGDON	DAVID	School coach	\$ 4,310.00				4,310.00
KENNEDY	PETER	School coach	\$ 2,559.00				2,559.00
LADUKE	KEVIN	School coach	\$ 2,266.00				2,266.00
MAKI	DALE	School coach	\$ 4,183.00				4,183.00
MATURO	RALPH	School coach	\$ 5,287.00				5,287.00
MOYNIHAN	DAVID	School coach	\$ 3,759.00				3,759.00
O'BRIEN	JASON	School coach	\$ 5,625.75				5,625.75
PANASUK	STUART	School coach	\$ 3,722.00				3,722.00
REZZUTI	BRYAN	School coach	\$ 4,933.00	\$ 100.00			5,033.00
ZONFRELLI	PAUL	School coach	\$ 3,487.00				3,487.00

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
ENGLER	JOHN	School Director of Operations	\$ 28,789.43				28,789.43
MACDUFF	TIMOTHY	School Director of Operations	\$ 53,488.82				53,488.82
VILLANI	KATHY	School Payroll Specialist	\$ 47,700.80				47,700.80
BEDARD	TERI	School Secretary	\$ 41,912.34	\$ 2,450.00			44,362.34
CLEARY	JOANNE	School Secretary	\$ 45,921.44	\$ 7,225.00			53,146.44
DONAHUE	LINDA	School Secretary	\$ 45,140.64	\$ 650.00			45,790.64
HARKEY	ERIKA	School Secretary	\$ 23,148.12	\$ 450.00			23,598.12
MULLALLY	CHERI-ANN	School Secretary	\$ 36,304.83	\$ 2,000.00			38,304.83
DARON	TREVOR	School summer tech	\$ 1,145.00				1,145.00
JOSEPH	SHANE	School summer tech	\$ 600.00				600.00
JUBB	RYAN	School summer tech	\$ 1,220.00				1,220.00
FAGAN	COLLEEN	School Tutor	\$ 990.00				990.00
FAGAN	COLLEEN	School Tutor	\$ 3,397.51	\$ 990.00			4,387.51
BAIMA	ANNE	Substitute Teacher	\$ 5,445.00				5,445.00
BARRETT	GRETCHEN	Substitute Teacher	\$ 6,687.50				6,687.50
BASHAM	JOANNE	Substitute Teacher	\$ 180.00				180.00
BERNENS	JAMES	Substitute Teacher	\$ 2,925.00				2,925.00
CARLETON	STEVEN	Substitute Teacher	\$ 1,200.00				1,200.00
CHAMIDES	HELEN	Substitute Teacher	\$ 1,800.00				1,800.00
DOHERTY	CAROLYN	Substitute Teacher	\$ 1,000.00				1,000.00
DOLAN	THOMAS	Substitute Teacher	\$ 7,182.00				7,182.00
DREW	KENNETH	Substitute Teacher	\$ 3,080.00				3,080.00
DUGAN	CATHERINE	Substitute Teacher	\$ 557.50				557.50
DUGAN	CATHERINE	Substitute Teacher	\$ 2,922.50				2,922.50
EDMUNDS-JEHU	TARCIA	Substitute Teacher	\$ 437.50				437.50
FAGAN	CHARLES	Substitute Teacher	\$ 2,257.05				2,257.05
FALLON	DARCY	Substitute Teacher	\$ 300.00				300.00
FITZGERALD	LORETTA	Substitute Teacher	\$ 40.00				40.00
GALLON	KIMBERLY	Substitute Teacher	\$ 7,200.00				7,200.00
GHETTI	JUSTIN	Substitute Teacher	\$ 490.00				490.00
GOVONI	ELIZABETH	Substitute Teacher	\$ 4,680.00				4,680.00
GRACIA	DIANNE	Substitute Teacher	\$ 5,930.00				5,930.00
HOLLAND	KENNETH	Substitute Teacher	\$ 360.00				360.00

TOWN OF MILLIS 2016 SALARIES

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
HOOBLER	HUNTER	Substitute Teacher	\$ 1,050.00				1,050.00
HUNT	RENEE LITTLE	Substitute Teacher	\$ 2,160.00				2,160.00
KAMITIAN	DANIEL	Substitute Teacher	\$ 2,545.00	\$ 7,334.40			9,879.40
KESSLER	ELAINE	Substitute Teacher	\$ 7,360.00				7,360.00
KRAMER	BETH	Substitute Teacher	\$ 312.50				312.50
LANE	DAVID	Substitute Teacher	\$ 480.00				480.00
LORTIE	SUZANNE	Substitute Teacher	\$ 8,750.00				8,750.00
MAGNONE	MELISSA	Substitute Teacher	\$ 2,375.00				2,375.00
MAINES	DEREK	Substitute Teacher	\$ 140.00				140.00
MANNING	JENNIFER	Substitute Teacher	\$ 19,550.82	\$ 37.45			19,588.27
MARTIN	ANDREA	Substitute Teacher	\$ 729.00				729.00
MCCARTHY	CHRISTINE	Substitute Teacher	\$ 560.00				560.00
MODESKI-BUSH	JESSICA	Substitute Teacher	\$ 4,465.00				4,465.00
MOLINARO	CATHERINE	Substitute Teacher	\$ 3,860.00				3,860.00
MOLNAR	LYLAH	Substitute Teacher	\$ 7,616.00				7,616.00
MUSSI	JAMIE	Substitute Teacher	\$ 1,000.00				1,000.00
PALMUCCI	CHRISTINA	Substitute Teacher	\$ 6,576.00				6,576.00
PIERCE	DORIS	Substitute Teacher	\$ 3,450.00				3,450.00
QUINLOP	MEAGHAN	Substitute Teacher	\$ 280.00				280.00
SCHEPS	VICTORIA	Substitute Teacher	\$ 570.00				570.00
SELTHER	LINDA	Substitute Teacher	\$ 14,404.06	\$ 1,600.00			16,004.06
SHARMA	SHILPI	Substitute Teacher	\$ 3,800.00				3,800.00
STORLAZZI	WENDY	Substitute Teacher	\$ 3,525.00				3,525.00
TALANIAN	ROGER	Substitute Teacher	\$ 140.00				140.00
VARA	BRITTANY	Substitute Teacher	\$ 30.00				30.00
DOHERTY	DANIEL	Summer Custodian	\$ 20,565.42	\$ 187.25			20,752.67
ELDRIDGE	IAN	Summer Custodian	\$ 2,160.00				2,160.00
OSUAGWU	CHUKWUEMEKA	Summer Custodian	\$ 1,545.00				1,545.00
SCHNEIDER	HUNTLEY	Summer Custodian	\$ 2,362.50				2,362.50
DAY	AMY	Teacher	\$ 43,159.80	\$ 25.00			43,184.80
DRISCOLL	MARYJANE	Transportation Director	\$ 40,574.91				40,574.91
HAZEL	ELIZABETH	Tutor	\$ 14,962.14				14,962.14
MURPHY	MEGHAN	Tutor	\$ 3,771.27				3,771.27

BIRTHS RECORDED IN MILLIS – 2016

<u>Date</u>	<u>Child</u>	<u>Parents</u>
Jan. 01	Camden Luke Kessloff	Sandy M. & Michele M. Lomax
Jan. 05	Jacob Robert Saltis	Jeremy R. & Cynthia D. Dib
Jan. 10	Mabel Jane Kepple	Matthew M. & Jessica S. Buccellato
Jan. 25	Hazel Sage Kuzmanoff	Alexander R. & Casandra L. Skaggs
Feb. 15	Ryan Anthony Jones	Kevin R. & Elena C. Walker
Feb. 17	Samuel Wesley Munn	Nicholas S. & Karen E. Potter
Feb. 21	William MacGregor Atkins	Gerald P., Jr. & Sara D. Downing
Feb. 27	Nyla Miller Conlon	John P. & Jessica A. Simoni
March 3	Rose Marie Coopriider	James R. & Kirstin M. Schillemat
March 7	Caelyn Jane Sheridan	Timothy J. & Katie A. Kavanaugh
March 14	Averly Morningstar St-Aubin	Ryan S.J. & Lindsay H. Wintringham
March 16	Nicholas Adam Reitz	Joshua W. & Kristin C. Zepp
March 19	Colin Thomas Zils	Thomas C. & Estrella Z. Freeman
March 26	Jackson William Kennis	Matthew T. & Leanne M. Compton
March 29	Theodore-----Mihal	Donald---& Kleona--- Vozhilla
April 1	Jonathan Michael Toledo	Matthew S. & Yanina Vatyanskaya
April 6	Dennis Abraxas Duvall	Dennis A. & Andrea L. McPherson
April 7	Tessa Margaret Lake	Matthew S. & Cara L. Lambert
April 8	Nicolas Jay Pardey	David J. & Natalia M. Castano Valencia
April 13	Rocco James Tomasetti	James A. & Gloria M. Brown
April 15	Brody Peter Billings	Andrew P. & Kathryn Lee Colgan
April 16	Sarah Jayne Heslin	Daniel P. & Theresa M. Belanger
April 21	Grant William Gatto	Daniel F. & Elizabeth M. Parker
May 3	Jacqueline Grace Mitnick	David M. & Marianne L. Terruso
May 15	Hadley Marie Borgondy	Noah P. & Meghan M. Keeley
May 16	Henry Diego Hasenfus	Jason R. & Jesica ----Lopez-Delgado
May 17	James Thomas Cowen	Thomas R. & Nicole Cherie---- Cavicchi
May 17	Maria Mykhaylovna Yezhova	Mykhaylo—Yezhov & Anastasiya--Kraplina
May 17	Victoria Mykhaylovna Yezhova	Mykhaylo—Yezhov & Anastasiya—Kraplina
May 21	Chiara Grace Vautour	Albert A. II & Danielle M. Tolland
May 26	Coen Olivares Fortier	Kevin R. & Paloma O. Olivares Caparros
June 10	Sadie June Randa	Christopher T. & Zuzana ---Uradnikova
June 11	Cassidy Marie Cutone	Nicholas D. & Jaime E. Brown
June 13	Lina Gioia Arace	Kyle J. & Julie A. Vitone
June 16	Caroline Rose Tobin	Nathaniel P. & Noreen F. Flaherty
June 18	Dominic Vincent Pace	Jonathan D. & Suzanne W. Wier
June 21	Ava Elizabeth Buchanio	Andrew J. & Mary E. Thomson
June 22	Elefterios Andreas Kritikos	Andreas---& Vassiliki A. Chrisidis
June 23	Liam Killian Fitzgerald	Ryan P. & Sissi A. Bermudez

July 1	Owen Michael Dwarika	Marlon--& Lori A. Keays
July 5	Taylor Leigh Miles	Jeffrey P. & Breanna L. Reding
July 7	David Stephen Dellarocca	Paul J. & Katherine B. Bajo
July 12	Matthew Jason Vinton	Jason B. & Shannon T. Burke
July 15	Thomas Joseph Woods	Geoffrey B. & Gina M. Tarara
July 17	Mya Clair Cunningham	Derek---& Katherine M. Clairmont
July 19	Declan Harris Carter	Michael D. Jr. & Lauren E. Harris
July 22	Matthew Aaron Aday	Scott T. & Catherine M. Sipher
July 30	Lily Anne Silva	Paulo B. & Julia R. Labrecque
July 31	Ryan Patrick Levangie	Stephen G., Jr. & Kelly P. Ryan
Aug. 4	Ian Alexander Ngo	Huy H. & Janet Y. Yu
Aug. 7	Cecilia Maria Ciavattone	Anthony---& Claire E. Tebeau
Aug. 10	Conrad Emmet Demlein	Brian J. & Meghan C. Leffert
Aug. 25	Cora Elizabeth Kehlhem	Greg C., Jr. & Jesse M. Devlin
Aug. 26	Hannah Marie Davis	Timothy M. & Lara N. Kunde
Sept. 3	Lydia Jane Reece	Joshua R. & Jessica M. Lupien
Sept. 6	Eleanor Dee Wilson	David D. & Edith B. Birney
Sept. 8	Mackenzie Claire Harper	James C. & Christine M. Anastasia
Sept. 8	Molly James Harper	James C. & Christine M. Anastasia
Sept. 8	John Alistair Teasdale	John W. & Amy C. Crotty
Sept. 14	Steven John Schwartz, Jr.	Steven J. & Caila M. Nikitas
Oct. 3	Theodore Thomas Congdon	Troy D. & Casey E. Byrne
Oct. 6	Jackson Bruce Iorlano	Matthew P. & Vanessa H. Howell
Oct. 17	Adelyn Cadence Mahoney	Samuel M. & Theresa D. Thompson
Oct. 26	Ella Grace Anneleah Dequattro	Zachary A. & Samantha R. Harris
Oct. 27	Amarachi Chinenyenwa Osuagwu	Chima P. & Azuka V. Atanmo
Oct. 28	Klavdia Jean Bombina Moore	Shawn D. & Anna ----Kisseleva
Nov. 3	Layla Mary Ashe	Conor P. & Katelyn D. Dooley
Nov. 7	Lena Marie Underhill	Peter A. & Erin T. Espie
Nov. 14	Natalie Taylor Williams	Gary R. & Catherine V. Regan
Nov. 21	Elias William Ablondi	Ryan W. & Anne P. Pettibon
Nov. 26	Shayna James Haviland	Scott J. II & Jordana L. Cotton
Dec. 6	Louie Charles Ellis	Brendan L. & Lauren E. Vinitzky
0Dec. 14	Wesley James Pruner	James J. & Amanda K. Jarvis
Dec. 24	Alzeda Jane Madison	James P. & Leah N. Voltoline
Dec. 27	Vivienne Alice Sims	Paul J. & Nicole E. Rousseau
Dec. 28	Andrew Gabriel Drayer Andrade	Gregorio E. & Tracie L. Driggs

MARRIAGES RECORDED IN MILLIS 2016

<u>Date</u>	<u>Party A & Party B</u>	<u>Age</u>	<u>Residence</u>	<u>By Whom</u>	<u>Place</u>
Jan. 9	Sara Marie Downing Gerald Paul Atkins, Jr.	38 32	Millis, MA Millis, MA	Henri E. Gough Justice of the Peace	Millis, MA
Jan. 15	Sandra Karina Banda Dominguez Steven Daniell Domenikos	41 56	Millis, MA Millis, MA	Patrick Purtell Clergy	Millis, MA
Jan. 17	Samantha Morgan Shilo Richard James Oliver	26 25	Millis, MA Millis, MA	Michael Curatola American Ministry	Boston, MA
March 18	Janet Carol Fay Steven Wayne Dobachesky	60 67	Millis, MA Millis, MA	Sandra L. Golebiewski Justice of the Peace	Franklin MA
April 15	Karen Marie George Michael Wayne Zollers	36 36	Millis, MA Millis, MA	Jerold D. Cibley Justice of the Peace	Foxboro, MA
April 16	Caroline Jean Walsh Daniel William Dillon	32 33	Millis, MA Millis, MA	Ian T. Wells One Day Solemnizer	Mendon, MA
April 18	Patricia Alejandra Pena Calle Esteban Francisco Cordero	36 38	Millis, MA Millis, MA	Susan B. Green Justice of the Peace	Holliston, MA

May 9	Claudia Rosalba Caliano Mark Hassan Abou Rida	34 35	Millis, MA Millis, MA	Barbara A. Phillips Justice of the Peace	Medway, MA
May 21	Roberta Frances Boswell Sean Arthur Wellman	57 50	Medway, MA Medway, MA	Felicia O'Keefe Minister	Millis, MA
June 10	Paula Marie Sullivan Charles Dowse Reggio	51 60	Millis, MA Millis, MA	Deborah J. Pope-Lance Unitarian Univ. Minister	Foxborough, MA
June 25	Jennae Phyllicia Winston Nicholas George Beatrice	24 30	Millis, MA Duxbury, MA	John H. Finley, IV Priest	Bedford, MA
Aug. 6	Paula Jean Kweder Paul Simon Coutinho	53 56	Natick, MA Millis, MA	Rev. James G. Gibney Minister	Millis, MA
Aug. 6	Nancy Jean Marsh Garry Michael Vlass	45 61	Millis, MA Millis, MA	Donna M. Cunio Minister	Walpole, MA
Aug. 7	Zuzana---Uradnikova Christopher Tao Randa	32 33	Millis, MA Millis, MA	Lewis M. Randa Justice of the Peace	Duxbury, MA
Aug. 12	Kelly Costa Whitmore Chris Louis Sardella	55 44	Millis, MA Clinton, MA	Rev. Linus Mendis Priest	Millis, MA

Aug. 20	Michael James Scotland Lauren Elizabeth Turco	33 28	Millis, MA Millis, MA	John Alger Member of Clergy	Plymouth, MA
Aug. 27	Kris Jan Jabour Vincenzo Michael Giorgio	30 25	Millis, MA Millis, MA	Fr. Timothy J. Ferguson Orthodox Priest	West Roxbury, MA
Sept. 3	Yavette Monique Gordon Eric ---Appiah-Danquah	50 48	Webster, MA Webster, MA	Ruth Raichle One Day Solemnizer	Millis, MA
Sept. 6	Mary Jeanette Cook Paul Leslie Howie	60 66	Millis, MA Millis, MA	Barbara A. Phillips Justice of the Peace	Millis, MA
Sept. 10	Mark Emanuel Demello Marie Tobin Waishek	27 28	Readville, MA Readville, MA	Ralph Bruno One Day Solemnizer	Millis, MA
Sept. 17	Rachel Elizabeth Matheson Scott Matthew Sparks	29 32	Millis, MA Millis, MA	Heidi Miller Hatch One Day Solemnizer	Haverhill, MA
Sept. 17	Carol Rose Anderson Alan John Melancon	62 63	Millis, MA Millis, MA	Debra Lee Thayer Justice of the Peace	Medway, MA
Sept. 17	Megan Kathleen Casey Colin Bergner Lancey	25 28	Millis, MA Millis, MA	Suzanne Westerberg Justice of the Peace	Sharon, MA

Oct. 15	Janicke Therese Gosselin John Paul Glynn, Jr.	38 56	Millis, MA Millis, MA	Barbara A. Phillips Justice of the Peace	Millis, MA
Oct. 15	Nicole Jeannette Rubio Derick Edward Kerrissey	32 30	Millis, MA Millis, MA	William J. Kerrissey One Day Solemnizer	Uxbridge, MA
Oct. 16	Sotiria-----Angelopoulou Konstantinos---Pappas	29 38	Millis, MA Millis, MA	Alex Geourntas Justice of the Peace	Millis, MA
Oct. 16	Briana Katherine Lane Keith William Tompkins	27 32	Millis, MA Millis, MA	Rev. Peter DiSanto Senior Pastor	Cohasset, MA
Oct. 22	Kara Anne Murray Charles Daniel Mothes	34 34	Millis, MA Millis, MA	Maureen Bridget Kiely Justice of the Peace	Wrentham, MA
Oct. 30	Stefanie Lyn Farrell Jonathan Glen O'Dell	43 53	Millis, MA Millis, MA	Michelle A. Lydon Justice of the Peace	Quincy, MA
Nov. 4	Jean Marie Taylor Lawrence David Chapski	62 61	Millis, MA Millis, MA	Barbara A. Phillips Justice of the Peace	Millis, MA
Dec. 17	Fatima V. Pichardo-Gutierrez Patrick James Neville	25 30	Bellingham, MA Bellingham, MA	Wayne Daniel Berard Peace Chaplain	Winchester, MA
Dec. 25	Katherine Dillon Flynn Thomas Kavannaugh Moran	30 33	Millis, MA Millis, MA	Karen Jennings-Flynn One Day Solemnizer	Barnstable, MA

DEATHS RECORDED IN MILLIS – 2016

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
Jan. 10	Janice ----Ryan	27 Lexington Lane	72
Jan. 16	Irving Ray Hopkins	7 Southwoods Circle	93
Jan. 20	Jacqueline A. Walsh	7 Oakview Avenue	72
Jan. 24	Anthony----Ricciuto	48 Bow Street	75
Jan. 26	Richard W. Estes	7 Rosenfeld Road	50
Jan. 28	Edward A. LaCroix	1052 Main Street	88
Jan. 28	Edith----Walsh	16 Spring Street	56
Jan. 30	Marshall----Mancuso	304 Village Street	36
Feb. 01	Doris----Warsofsky	501 Main Street	96
Feb. 06	William A. Caissie	139 Dover Road	66
Feb. 13	Charles-----Struck	83 Village Street	88
March 6	Durwood----Rowley	144 Spring Street	86
March 6	Ann Marie Orsi	15 Walnut Hill Road	90
March 10	Patricia L. Weafer	8 Crestview Drive	67
March 12	Bernard ----Thatcher	15 Stoneybrook Drive	74
March 18	Paul Louis McMahon	388 Union Street	68
March 21	Virginia Louise Krohn	316 Exchange Street	91
March 26	John J. Fitzgerald	224 Exchange Street	96
March 28	Hanna Nicole Maney	51 Adams Street	19
April 16	Rusty Scott Christensen	413 Orchard Street	71
April 18	Stephen A. Kozak	9 Bullard Lane	61
April 18	Dorothy---- Sullivan	15 Cedar Square	62
April 23	Linda A. Rodeback	4 Meadowbrook Road	71
April 29	Waldo ----MacDonald	16 Adams Street	86
April 29	Mary A. Simarrian	411 Union St., Apt 3C	89
May 28	Barbara J. Tierney	28 Bayberry Street	89
May 31	Roy G. Collins	44 McCabe Avenue	70
June 19	Edward W. Richardson	37 Myrtle Street	84
June 24	Suzanne ----VanDuyne	411 Union Street, 11C	69
June 25	Harold E. Curran	6 Village Street	93
June 26	Linda Jean Salisbury	117 Curve Street	68
June 27	Helen Josephine Russell	44 Heritage Path	92
June 29	Muriel----Abraham	8 Rosenfeld Road	85
July 7	Daniel----Loche	138 Island Road	29
July 8	Albert J. Brown	222 Farm Street	59
July 11	Duncan W. MacLeod	39 Stoneybrook Dr. #4	66
July 17	Douglas Conklin Priest	212 Pleasant Street	66
July 18	Edward Paul Tamuleviz, Jr.	77 Dover Road	55
July 28	Jane C. Frasca	287 Ridge Street	77
Aug. 2	Kenneth P. Salisbury, Jr.	40 Crestview Drive	46
Aug. 3	Robert Franklin Simmons	429 Union Street	77

Aug. 4	Therese ---Jones	201 Ridge Street	87
Aug. 17	Arlene F. Stevens	19 Bayberry Circle	74
Aug. 17	Raymond W. Senechal	236 Union Street	57
Aug. 18	Stanislaus---Dulevskis	55 Himelfarb Street	93
Aug. 20	James---Ciesluk	220 Ridge Street	47
Aug. 31	Barbara E. Donahue	265 Orchard Street	84
Sept. 6	Allen W. Johansson	436 Union Street	73
Sept. 9	Barry R. Nelson	71 Union Street	59
Sept. 27	Alyce A. McDonough	72 Spring Street	103
Oct. 1	Luke Frederick Scott	8704 Hollywood Hills Rd., CA	23
Oct. 18	Helen R. Burpee	22 Middlesex Street	103
Oct. 25	Jane----Donehey	89 Exchange Street	85
Oct. 28	Marvin Winslow Draper	9 Pleasant Park	83
Nov. 6	Frances G. Hall	324A Kennedy Terrace	74
Nov. 7	Kenneth E. Haley	10 Hemlock Circle	89
Nov. 7	Salme Annikki Wallace	207 Pleasant Street	96
Nov. 9	Edward ----Alger	98C Plain Street	83
Nov. 17	Rita----Angelo	34 Lavender Street	79
Nov. 18	Donald---- Kraby	434 Village Street	69
Nov. 20	Roger J. McCann	171 Union Street	89
Nov. 25	Joan ----Theurer	17 Walnut Hill Road	89
Dec. 3	Ramon---- Comas	4 Ryan Road	78
Dec. 10	Jaquelyn R. Gordon	3 Irving Street	72
Dec. 15	Nancy Lou Dillon	55 Orchard Street	82
Dec. 31	Dolores L. Morin	30 Stoneybrook Drive	54

Prospect Hill Cemetery
Burials 2015

<u>Deceased Name</u>	<u>Residence</u>	<u>Date</u>	<u>Veteran</u>
Landry, Leon	Medway, MA	January 20, 2015	
Weinstein, Miriam	Framingham, MA	February 4, 2015	
Galvin, Deborah	Wrentham, MA	February 18, 2015	
Gessman, Evan Bradley	Millis, MA	March 12, 2015	
Donald, Richard	Millis, MA	March 13, 2015	Vietnam
Holt, Virginia	Millis, MA	March 28, 2015	
Reardon, Norma	Milford, MA	April 18, 2015	
Storer, Charles A.	Watertown, MA	April 25, 2015	
Carmichael, Pauline	Millis, MA	May 4, 2015	
Mandell, Marion	Millis, MA	May 16, 2015	
Lennon, Gail	Franklin, MA	May 20, 2015	
Schulz, Kermit B. Jr.	Millis, MA	May 30, 2015	
Mann, Ann	Blackstone, MA	June 7, 2015	
Malachowski, Stephanie	Dedham, MA	June 25, 2015	
Dennett, Douglas S.	Millis, MA	June 26, 2015	
Rubino, Francis Mary	Millis, MA	July 10, 2015	
Mosher, Matthew D.	Millis, MA	July 10, 2015	
Lemons, Mildred	Millis, MA	July 16, 2015	
Riggs, Theresa	Milford, MA	August 17, 2015	
Meuse, Cathy	Millis, MA	September 11, 2015	
Devlin, Christopher	Littleton, MA	September 12, 2015	
Stula, Joseph	Millis, MA	September 16, 2015	
Collins, William C. Jr.	Millis, MA	September 24, 2015	
Roche, Stanley L.	Bedford, MA	September 24, 2015	WWII
Carlisle, Stephen M.	Millis, MA	September 29, 2015	
Smith, Consuelo L.	Boston, MA	October 5, 2015	
Quinn, Jean Marie	Hopkinton, MA	October 7, 2015	
Rice, Marjorie H.	Medway, MA	October 8, 2015	
Carlson, Robert A. Sr.	Holiday, FL	October 9, 2015	
Westwater, Vivian	Bedford, NH	October 9, 2015	
Storer, Rita	Watertown, MA	October 10, 2015	
Erickson, Kenneth D.	Chelmsford, MA	October 16, 2015	
Schortmann, Marilyn	Millis, MA	October 16, 2015	
Barrett, Elizabeth J.	Millis, MA	November 7, 2015	
Anderson, Mary C.	Medfield, MA	November 20, 2015	
Goodrich, Nadia	Millis, MA	November 23, 2015	
Anderson, Joan	Boynton Beach, FL	December 5, 2015	
Eaton, Robert	Millis, MA	December 10, 2015	Korea
Lund, Marjorie L.	Dedham, MA	December 10, 2015	
Bucchino, Deborah	Northbridge, MA	December 12, 2015	
Dikun, Joan	Blackstone, MA	December 23, 2015	

Prospect Hill Cemetery
Burials 2016

<u>Deceased Name</u>	<u>Residence</u>	<u>Date</u>	<u>Veteran</u>
Smith, Robert	Holliston, MA	January 21, 2016	
Walsh, Edith	Millis, MA	February 2, 2016	
Rowley, Durwood	Millis, MA	March 11, 2016	
Weafer, Patricia L.	Millis, MA	March 17, 2016	
MacDonald, Waldo	Millis, MA	May 5, 2017	
Condon, Carolyn	Northbridge, MA	May 14, 2017	
Jones, Mr. & Mrs.	Unknown	May 14, 2016	
Herter, Frederic Pratt	Unknown	May 21, 2016	
Hamm, Irene	Millis, MA	June 4, 2016	
Griffin, Thomas	Medway, MA	June 6, 2016	WWII
Tierney, Barbara	Millis, MA	June 8, 2016	
Richardson, Edward W.	Millis, MA	June 24, 2016	
LaCroix, Edward & Elizabeth	Millis, MA	June 25, 2016	WWII
Curran, Harold	Millis, MA	July 6, 2016	WWII
Van Duyne, Suzanne	Millis, MA	July 12, 2016	
Tamuleviz, Edward	Millis, MA	July 21, 2016	
Sandborn, Richard Allen	Holderness, NH	September 23, 2016	
Duhamel, Arthur	Norfolk, MA	September 26, 2016	
McDonough, Alyce	Millis, MA	October 8, 2016	
Mouyos, Fred C.	Franklin, MA	November 1, 2016	
Kraby, Donald	Millis, MA	November 23, 2016	Nat'l Guard
Collins, Kevin Gerard	Melrose, MA	December 3, 2016	
Carter, Mary	Millis, MA	December 14, 2016	
Gordon, Jacquelyn	Millis, MA	December 15, 2016	
McCann, Roger	Millis, MA	December 17, 2016	WWII

2016 Report of the Board of Selectmen

On behalf of the entire Board of Selectmen I am pleased to submit the annual report of the Board. Change was the major theme in the town from personnel, infrastructure and potential new growth for 2016.

The Town encountered several major and significant milestones this year. For only the second time in Millis history the town was tasked with having to recruit and hire a Town Administrator. This was a result of the town's first administrator, Charles J Aspinwall, leaving to serve another community. Charlie, as he was known, was not only our first Town Administrator but held the position for over 25 years. This tenure is unprecedented in the municipal arena. The town was fortunate to be able to benefit from Charlie's expertise and guidance through this long period of time.

The Selectmen are required to manage the town and to hence be actively engaged in the TA recruitment. Ms. Suzanne Kennedy was hired as interim town administrator while the Town Administrator Screening Committee and the Board of Selectmen performed an extensive search for the next town administrator. The Board is pleased to announce a successful negotiation with Michael Guzinski for the position of Town Administrator. Michael was most recently the Town Manager for the town of Douglas, MA.

In addition to the Town Administrator moving on, Police Chief Keith Edison informed the Board of his retirement. The Board of Selectmen acted swiftly and decided to recruit from within the department. After an extensive selection and review the Board selected Sergeant Christopher Soffayer. We welcomed Police Chief Soffayer in late December.

Capitalizing on events from September 2015 that tested the Town's ability to collaborate and work together in a crisis situation, the Board of Selectmen commissioned a detailed study of the events and corrective actions. The Board convened a joint meeting between all departments, town, school, police, fire and emergency management and reviewed and identified noted deficiencies and accomplishments and put into place plans to address the findings.

On September 14, 2016 the town opened a new Police station. The project concluded the rehabilitation of the former Library site into a new state-of-the-art Police station that a facility that both the officers and the residents of the town can be proud of for many years to come.

The new Police station was the first phase of a two phase construction project to not only site a separate Police station but to rehabilitate the former Police/Fire station into a stand-alone Fire station. The work to finalize the station at this writing is in the final phase of construction and is scheduled to open spring 2017.

The new Fire station will appropriately house all equipment including the new ambulance. The second ambulance is part of a multi-year education and training endeavor the town voted to engage and avail the town's EMS-Firefighters to be ALS (Advance Life support) certified. We are proud to announce that the first firefighters will be graduating this spring providing the town both EMS and ALS support. Congratulations.

Commercial development expanded in town this year with development projects including a Needham Bank at the intersections of Routes 115 and 109. Additionally along route 109 was the opening of a Tractor Supply Company on the site of the former Brahman Screw company.

Significant build out of the South End Farm and Hickory Hill residential projects are well under way along with the town's first assisted living community off of Dover Road. The Board of Selectmen would like to acknowledge the various boards in town for the significant work performed this past year not only for the

aforementioned assisted living facility but what will be the largest land development project in town history which is the over 55 development of the Glen Ellen property. This development is slated to build 324 homes and bring significant and needed infrastructure improvements to the area. The improvements will be the extension of the water and sewer lines along with a total rehabilitation of the Orchard Street. When complete this project has the potential to add approximately 2.1 million dollars in property tax.

Additional Board of Selectmen accomplishments this year:

- Final negotiations with the developer of the mixed market affordable housing project named Kensington Place
- Completed the final phase of the green Community Designation project with the purchase of all street lights in town which will allow replacement with LED light fixtures. The town will realize an annual savings of approximately \$20,000 dollars in electricity usage.
- Secured grant funding of \$35,000 from the state to review both the town's financial management and a review of the town's IT infrastructure and management.
- Negotiated and settled contracts with:
 - Millis Police Association
 - Millis Police Association Dispatch
 - Police Chief
 - Fire Chief
 - Library Director
 - SEIU - Service Employees International Union
 - AFSCME Council 93 Local 3901 -DPW Union
- Approved paving projects on:
 - Himelfarb Street
 - Exchange Street
 - Reconfiguration of Union and Exchange along with sidewalk rehabilitation.

I would like to thank all town officials and employees who have supplied countless hours in this very challenging and exciting year of change for the town.

Also the Board is forever indebted to Ms. Suzanne Kennedy who lent her services as interim Town Administrator and exceeded all expectation.

Respectfully submitted,

James G Neville, Chair



Millis Board of Selectmen: James McCaffrey, James Neville, Catherine MacInnes

BOARD OF ASSESSORS

The Assessor's office is responsible for measuring the value of Real and Personal Property and to insure that owners of such property pay their fair and equitable share of the tax burden based upon those values.

The Assessor is also responsible for meeting the certification requirements on a yearly basis with the Department of Revenue. To meet these requirements, the Assessor is obliged to revalue all properties yearly and, once every three years, undergo a state recertification audit. Every nine years, properties are also required to be inspected.

In addition to certification duties, the Assessor and staff make themselves available to assist homeowners and those who utilize public information such as appraisers, realtors, lawyers, etc. In addition, the Assessor's office is responsible for motor vehicles, abatements, personal exemptions, as well as special assessments and betterments.

Our overall mission is to provide outstanding public service.

Valuations and Levy of the four classes of property for FY2016 are listed below:

Residential	\$ 958,683,539	Levy 89.94%
Commercial	\$ 68,688,281	Levy 6.44%
Industrial	\$ 17,154,080	Levy 1.61%
Personal Property	<u>\$ 21,438,980</u>	<u>Levy 2.01%</u>
Total Assessed Value	\$1,065,964,880	100%

The tax rate for FY2016 was \$17.44 per \$1,000 for all classes of property. In FY2016 there were 3,503 parcels in the Town of Millis. I would like to especially thank Lesley Kennally for her continued hard work and dedication in assisting with duties in my office. I would also like to thank Camille Standley for her dedication in providing my office with Board of Assessor reports. FY2016 Lawrence Bouret and David O'Brien left the Board of Assessors their dedication and assistance was beyond words. January 2017 the Selectmen appointed a new Board member, Brenda Cameron.

Respectfully Submitted,

Paula Dumont, Assessor
Lesley Kennally, Department Assistant

Town of Millis Board of Assessors

Lawrence Bouret, Chairman
David O'Brien
Paul Keyes

TOP 10 TAXPAYERS
\$17.44 TAX RATE

	2016 ASSESSED VALUATION	AMOUNT TAX	% OF ASSESSED VALUATION
MILLISTON COMMON, ROSENFELD	\$18,756,600.	\$327,115.	0.018
STONEBROOK APARTMENTS	\$16,810,100.	\$293,168.	0.016
GLEN ELLEN CO. LLC	\$ 5,645,400.	\$ 98,455.	0.005
TRESCA BROTHERS SAND & GRAVEL	\$ 4,145,700.	\$ 72,301.	0.004
C & A REALTY TRUST	\$ 3,342,400.	\$ 58,291.	0.003
MALEVICH LLC	\$ 3,054,500.	\$ 53,270.	0.003
GAITA JERRY TR./NEXGEN RLTY TR	\$ 2,564,400.	\$ 44,723.	0.002
SIKH DHARMA OF MASS INC.	\$ 2,109,700	\$ 36,793.	0.002
COLT MANUFACTURING	\$ 1,873,800	\$ 32,679.	0.002
WHELAN, WM APARTMENTS	\$ 1,848,400.	\$ 32,236.	0.002
	<hr/>	<hr/>	
	\$ 60,151,000.	\$1,049,033.	
2016 TOTAL ASSESSED VALUE	\$ 1,044,525,900.		

BOARD OF HEALTH Annual Report 2016

Public Health Director:	Barbara Thissell, PE, REHS/RS
Public Health Nurse:	Karen D'Angelo, RN BSN
Administrative Assistant:	Vickie Philben
Board of Health Chairman:	Brian Hoell, NP
Member:	Kathleen Lannon, RNMS
Member:	Bonnie Hilton, PHD

The Health Department staff consists of a part-time Nurse, a part-time Administrative Assistant and a full-time Director. The Director reports to the Board of Health, which consists of three, Town-elected members. Our mission and responsibility are to protect the community by creating and maintaining conditions that keep our people healthy. Licensing, permitting, health surveillance, health promotion and emergency preparedness are several key components of our efforts.

Licensing

In 2016, the department processed 162 business licenses to food establishments, septic installers, septic haulers, trash haulers, hazardous material storage facilities, public and semi-public pools, tanning establishments and body art establishments. State and local government require that these licenses be renewed annually. The department generated \$25,965 in revenue from the issuance of licenses.

The following is a list of licenses issued in 2016:

Food Service (All)	66
Hazardous Materials Storage	32
Septic Installers	20
Septic Haulers	16
Tobacco	9
Trash Haulers	9
Swimming Pools (public & semi-public)	4
Body Art Practitioners	2
Body Art Establishment	1
Funeral Director	1
Tanning	2

Permitting

The department issued 131 permits in 2016. These permits were issued for camps, the construction of private septic systems, the abandonment of private septic systems, installation of private swimming pools, beaver management and site developments that exceed Environmental Health Impact Report (EHIR) thresholds. Unlike licenses, permit applications are received from residents throughout the year as needed. The department generated \$22,680 from the issuance of permits.

The following is a list of permits issued in 2016:

Septic <i>Certificates of Compliance</i>	25
Septic system construction permits	26
Temporary food event permits	31

Soil testing (both septic and stormwater) permits	21
Septic abandonment permits	14
Residential swimming pool construction permits	6
Beaver management permits	3
Permit to raise domestic fowl	1
Camp permits	2
Environmental Health Permits	2

Health Surveillance

The department conducted routine inspections of food establishments, recreational camps, public swimming pools, hazardous waste storage facilities, and tanning facilities. In 2016, the department conducted 68 food establishment inspections, 8 swimming pool inspections and 2 camp inspections.

The department responded to the community's complaints of air quality, noise, odor, trash, dust and other nuisances. In 2016, the department investigated 10 housing related complaints, 6 food related complaints and 9 environmental complaints (noise, trash, air quality).

The department also worked with the Massachusetts Department of Public Health, the Massachusetts Department of Environmental Protection, the Millis School Committee and the Millis school administration to address air quality concerns at the Clyde F. Brown School.

Emergency Preparedness and Health Promotion

Emergency Preparedness

As required by the United States Centers for Disease Control and Prevention, (CDC) and the Office of Preparedness and Emergency Management (OPEM) the department continues to be involved with Bioterrorism and Emergency Preparedness planning. The department is actively involved in the Local Emergency Planning Committee and with the Health and Medical Coordinating Coalition Region 4AB.

The department also leads a group of local volunteers that are committed to assisting the community in the event of a natural or manmade emergency. The Millis Medical Reserve Corps (MRC) is comprised of both medically trained and non-medically trained residents. Residents interested in joining the MRC are urged to call the department at (508) 376-7042. Information about the regional MRC can be accessed online at: <http://region4a-ma.org/MRC>

Health Fair and Flu Clinics

The Millis Health Department continued its commitment to the prevention of communicable disease with several fall Flu Clinics in 2016. A Flu Clinic for adults along with a Health Fair was held in the Veterans Memorial Building on Saturday, October 22. The department wishes to thank the Millis Lions Club, Council on Aging, MetroWest Medical Center, Norfolk County Sheriff's Office, Natick Visiting Nurse Association, Norfolk District Attorney's Office and Living Buddha Nature Center for participating in the Health Fair.

A second clinic, geared to those 8 years of age and over, was held on Saturday, November 19th in the Veterans Memorial Building.

MRC volunteers assisted at the flu clinics by administering flu shots and by helping with paper work and clinic traffic flow. The well-attended flu clinics would not be possible without the help of these volunteers. The department also wishes to extend a sincere thanks to our dedicated MRC volunteers.

The Town's Public Health Nurse also hosted clinics in her office to accommodate people unable to attend the weekend clinics. The nurse also visited Willowbrook Manor to inoculate those residents unable to attend one of the public clinics.

All flu vaccine was provided free of charge to residents regardless of insurance status. A total of 407 doses of flu vaccine and 3 doses of pneumococcal vaccine were distributed this past season.

Collaboration with Town Agencies

Working with various Town boards, departments and committees, the department worked to promote healthy living in the community. The department's support of the 'Clyde Brown Run Back to School' and participation in the Millis Community Awareness & Substance Education (M.C.A.S.E.) coalition are examples of our out-reach efforts.

Representatives from the department were active participants in the Drinking Water Committee, the Local Emergency Planning Committee, the Master Planning Implementation Committee, the Safety Committee and the Sewer Study.

Responsible Disposal of Household Hazardous Waste

The department continued to collaborate with Millis Public Works Department, the Norfolk Recycling Center and Wheelabrator Technologies, Inc. to provide environmentally safe means of household hazardous waste disposal.

For an established fee, Millis residents were allowed to obtain a visitor's pass for the disposal of common household hazardous waste items at the Norfolk Recycling/Transfer Station from April 1st through September 30th. This program will continue in 2017.

Working with Wheelabrator Technologies, Inc. the department offered Millis residents an opportunity to drop off mercury switches, thermostats and thermometers at our office for recycling. This program will continue in 2017. Residents disposing of mercury thermometers at Health office will be given digital thermometers, while supplies last!

Responsible Disposal of Household Medical Waste and unwanted Prescription Drugs

The department continued to collaborate with the Millis Fire and Rescue Department to provide residents an opportunity to dispose of used medical sharps. This program will continue in 2017. Residents are encouraged to bring used medical syringes to a kiosk located in the Fire Station.

Residents are encouraged to remove and discard unwanted prescription drugs from their homes. Drug drop boxes are located in several neighboring communities. These drop boxes, that are free of charge, allow an environmentally safe means of disposing of unwanted drugs. The following website offers a comprehensive list of drug drop boxes available for use:

<http://www.mass.gov/eohhs/docs/dph/substance-abuse/opioid/ma-cities-and-towns-with-prescription-dropboxes.pdf>. The department will be happy to help locate the nearest drop box for residents.

Please call (508) 376-7042 for assistance.

Food Recalls

Throughout the year the department was notified of food recalls through the Health and Homeland Alert Network (HHAN). Once notified, the department documented the recall, posted the information in Town Hall and contacted businesses distributing the recalled food items

Temporary Food Permits

In accordance with Federal/State food regulations, organizations that sell or distribute food items are required to obtain a Temporary Food Permit prior to their events. Foodborne illnesses are often caused by improper food preparation and storage. The department reviews temporary food permit applications for compliance with State food regulations prior to the issuance of permit. There is no fee required for these permits.

The department issued 30 Temporary Food Permits in 2016.

Mosquito Control

The department serves as a liaison between the Norfolk County Mosquito Control District (NCMCD) and the Town. The NCMCD notifies the department of planned mosquito-control application activities. Once notified the department posts this information on the Town website.

The 2017 Larvacide spray schedule, when available, will be posted on both the Town website and the NCMDC website, www.norfolkcountymosquito.org. Residents are encouraged to request services or to opt-out of the spray application on their private property via the NCMDC website.

In 2016, the NCMCD continued to apply an Integrated Pest Management (IPM) approach to mosquito control. This approach included mosquito surveillance, water management, larval mosquito control and adult mosquito control. In an effort to reduce mosquito breeding areas in our community in 2016, the NCMCD investigated and where necessary cleared 23 culverts and 160 feet of drainage ditches. 12 Discarded tires were collected. 256 Acres of land were treated with aerial larvicide applications. 8.4 Acres of land were treated by hand applications of briquette and glandular larvicide. 4,606 Acres of land were treated with adult aerosol ultra-low volume adult mosquito applications from trucks. There were no Virus Isolations in Town during 2016.

Because many species of mosquitos are found to breed in stagnant water, the NCMCD encourages people with unused tires to call the NCMCD for a free pick up and disposal of automotive tires.

Should a mosquito-borne virus be identified in Town, the department would work with the Millis School, Police and Fire and Public Works Departments to immediately notify residents. Reverse 911, Millis Public Schools' listserv and message boards would all be utilized. The department would then work with the NCMCD and the Centers of Disease Control (CDC) to limit public exposure.

Public Health Nurse Report

In addition to administrating vaccine throughout the fall season, the nurse is responsible for documenting all vaccinations and for seeking reimbursement for the cost of the program. Each vaccine dose is recorded as required by the Department of Public Health in the online network Massachusetts Immunization Information System (MIIS). The nurse submits insurance information for reimbursement from commercial plans and from Medicare. The Town received \$5,671 above the cost of the flu vaccine for the flu season of 2015. This money was used to purchase medical supplies, to fund sharps collection services for the Town and to finance the purchase of future vaccine.

The nurse is the treasurer for the Metrowest-Central chapter of the Massachusetts Association of Public Health Nurses. Through this organization, she has participated in trainings related to communicable disease investigation and reporting as well as emergency planning.

Communicable disease investigation is an ongoing requirement of municipal health departments. The nurse uses the Massachusetts Virtual Epidemiologic online network (MAVEN) to investigate and

report communicable diseases of Town residents. Education of the public and prevention of further spread of communicable disease are important components of this mandate.

The nurse conducted health consultations, blood pressure screenings and referrals during her usual office hours: Tuesdays and Thursdays from 10-3:30. Residents may call the office (508) 376-7042 or email the nurse at Kdangelo@millis.net for an appointment to come in for these free services.

The following Communicable Diseases were recorded for the year 2016:

Campylobacteriosis	3
Haemophilus Influenzae	1
Human Granulocytic Anaplasmosis	1
Hepatitis B	5
Hepatitis C	6
Lyme disease	43
Salmonellosis	4
Varicella	<u>2</u>
Total	65

The department would like to express its sincere thanks to Board of Health Chair, Brian Hoell for his many years of service on the Board. Brian, you will be sorely missed.

Respectfully Submitted, Barbara Thissell, PE, REHS/RS
Health Director

REPORT OF THE BUILDING DEPARTMENT
Receipts from January 1, 2016 - December 31, 2016 were:

Building permits \$174,622.00
Wiring permits \$39,408.38
Plumbing permits \$20,347.00
Gas permits \$11,932.00

Total \$16,085,458.00

BUILDING – 402 building permits were issued for all construction categories in 2016. The estimated construction value is \$168,592.00 as follows:

	Permits Issued
Single Family Dwellings	15
Two Family Dwelling	4
Additions	7
Alterations	52
Fire Repair	0
Bath/Kitchen Renovations	22
Window/Doors/Siding/Roof	106
Barns, Sheds, Garages	8
Porches, Decks	8
Swimming Pools	7
Wood stoves, Fireplace inserts	4
Commercial	1
Commercial Alterations	18
Municipal	0
Signs	12
Demolition	10
Function tents	1
106/304	35
Lost Card	8
Sheet Metal	19
Trench	2
Fence	0
Permits Amended	5
Insulation	15
Foundation Only	7
Basement Renovation	9
Solar Panels	27

ELECTRICAL – 296 wiring permits were issued in 2016.

PLUMBING - 152 plumbing permits were issued in 2016.

GAS – 115 gas permits were issued in 2016.

Respectfully submitted,

Michael Giampietro, Building Commissioner/Zoning Officer/Deputy Wire Inspector
Gary Pelletier, Local Building Inspector
David Byrne, Wiring Inspector
Timothy Costello Plumbing/Gas Inspector
Jack Rose, Deputy Plumbing and Gas Inspector

**CEMETERY REVIEW COMMITTEE
2016 ANNUAL REPORT**

- Prospect Hill Cemetery had 30 burials in 2016.
- Prospect Hill Cemetery sold 18 graves in 2016.
- The committee continues to review the existing rules and regulations to determine if they are meeting current, as well as foreseeable needs of the Cemetery.
- The committee also inspects the Cemetery for physical conditions.
- Various areas in the cemetery had trees that were diseased or damaged due to storms and had to be removed or trimmed accordingly.
- 94 graves are now available for sale in section F Northerly. This completes the expansion of section F and will serve the needs of the Town for the near future.
- Thank you to the people of Millis for their continued support given to keeping our cemetery the beautiful and historic treasure that it is today.

Respectfully submitted for the Cemetery Review Committee:

Members: Marsha Collins
John Doyle
Charles Vecchi
James Neville
Jeffrey Mushnick
James McKay

Ex officio: Steven Main

2016 ANNUAL REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

The Massachusetts Community Preservation Act (CPA) was adopted by the Town of Millis in 2006, when a one percent property tax surcharge was approved by Millis voters. These funds are to be used for open space, recreation, community housing, and historic buildings and landscapes.

The Millis Community Preservation Committee (CPC) consists of representatives from the Board of Selectmen, Conservation Commission, Historical Commission, Planning Board, Recreation Committee, Housing Authority, and three citizens appointed by the Board of Selectmen. The purpose of the CPC is to review all project proposals, vote to approve or reject projects for submittal to Town meeting, and review the needs of the Town and make recommendations for the use of CPA funds.

The CPC welcomes project proposals from any resident or group of citizens of Millis. The CPC developed guidance in March 2009 to assist Millis citizens in developing proposals. This document/application may be downloaded from the Town of Millis website.

The CPC welcomed member Mr. James McKay as the Planning Board representative as Ms. Catherine MacInnes was elected to serve as Selectman. Congratulations to Ms. MacInnes and the CPC thanks you for your years of service on the Committee.

The CPC has funded several projects through the approval of Town Meeting. In 2016, projects included the Veterans' Memorial Building Door Replacement project and the restoration of six Currier & Ives Lithographs from "The Life of a Fireman" series. The continued repair/restoration of Niagara Hall is ongoing. In the fall of 2016, the War Memorial project, which was approved in 2015, was successfully completed and is now a wonderful feature and focal point in the Town of Millis.

All Millis residents are welcomed to attend our meetings to discuss ideas and/or project proposals. The CPC generally meets on the first Thursday of each month. Meetings are posted at the Veterans Memorial Building and the Town of Millis website. Please visit our website for additional information and regularly posted agendas and meeting minutes at: www.millis.net.

The Millis Community Preservation Committee:

Nathan Maltinsky, Chair (Historical Comm.)	Dave Baker (Member at Large)
John Northgraves, Treasurer (Member at large)	Wendy Barry (Member at Large)
James McCaffrey (Board of Selectmen)	James McKay (Planning Board)
Ray Normandin (Housing Authority)	
Anne Rich (Conservation Commission)	
Pam Mustard (Recreation Committee)	
Camille Standley, Administrative Assistant	

TOWN OF MILLIS
COMMUNITY PRESERVATION FUND
THROUGH 12/31/16

TOTAL CASH RECEIVED FY 2008	\$101,695.01
TOTAL CASH RECEIVED FY 2009	\$179,671.27
TOTAL CASH RECEIVED FY 2010	\$145,237.14
TOTAL CASH RECEIVED FY 2011	\$138,468.83
TOTAL CASH RECEIVED FY 2012	\$137,684.53
TOTAL CASH RECEIVED FY 2013	\$142,525.75
TOTAL CASH RECEIVED FY 2014	\$178,900.71
TOTAL CASH RECEIVED FY 2015	\$164,736.51
TOTAL CASH RECEIVED FY 2016	\$100,667.25
TOTAL CASH RECEIVED FY 2017	\$93,201.81

TOTAL LIFE TO DATE **1,382,788.81**

FY 2017	07/01/16	appropriation	transfer	12/31/16
RESERVED FOR OPEN SPACE	\$16,313.55	\$15,064.00	\$0.00	\$31,377.55
RESERVED FOR HISTORIC RESOURCE	\$28,182.37	\$15,064.00	-\$11,027.00	\$32,219.37
RESERVED FOR COMMUNITY HOUSING	\$39,939.00	\$15,064.00	\$0.00	\$55,003.00
BUDGETED RESERVE	\$0.00	\$80,000.00	\$0.00	\$80,000.00
UFB AS OF 6/30/16	\$272,640.21	\$0.00	\$0.00	\$272,640.21
TOTAL	\$357,075.13	\$125,192.00	-\$11,027.00	\$471,240.13

FY 2017	07/01/16 BUDGETED	EXPENDED	12/31/16 AVAILABLE
OPERATING BUDGET			
SALARY BUDGET	\$3,766.00	\$1,929.55	\$1,836.45
EXPENSE BUDGET	\$3,766.00	\$500.00	\$3,266.00
LONG TERM DEBT PRINCIPAL	\$21,250.00	\$21,250.00	\$0.00
SHORT TERM DEBT PRINCIPAL	\$60,000.00	\$60,000.00	\$0.00
LONG TERM DEBT INTEREST	\$10,712.00	\$10,243.77	\$468.23
SHORT TERM DEBT INTEREST	\$435.57	\$435.57	\$0.00
SUB-TOTAL	\$99,929.57	\$94,358.89	\$5,570.68

ARTICLES

CONTINUE REPAIRS ON NIAGARA HALL	\$97,000.00	\$70,019.94	\$26,980.06
TOWN PLAYGROUND PROJECT	\$5,404.50	\$0.00	\$5,404.50
ELLICE SCHOOL IMPROVEMENTS (1)	\$12,500.00	\$12,500.00	\$0.00
ELLICE SCHOOL IMPROVEMENTS (2)	\$12,500.00	\$12,500.00	\$0.00
QUILT	\$5,000.00	\$5,000.00	\$0.00
HOUSING PRODUCTION	\$7,500.00	\$0.00	\$7,500.00
VETERANS MEMORIAL	\$40,360.00	\$36,355.00	\$4,005.00
VMB DOORS	\$44,874.00	\$168.00	\$44,706.00
ETCHING RESTORATION	\$11,027.00	\$0.00	\$11,027.00
SUB-TOTAL	\$236,165.50	\$136,374.94	\$99,622.56
TOTAL OPERATING BUDGET & ARTICLES	\$336,095.07	\$230,733.83	\$105,193.24

2016 REPORT OF THE MILLIS CONSERVATION COMMISSION

The Millis Conservation Commission is responsible for protecting the natural resources of Millis and protecting the town's watershed resources. The Commission remains dedicated to administering the Town of Millis Wetlands Protection Bylaws – Article XIX – and the Commonwealth of Massachusetts Wetlands Protection Act Regulations 310 CMR 10.00. We continue to meet to hear and discuss issues pertaining to wetlands in the Town of Millis. In 2016, the Conservation Commission conducted its schedule of public hearings to review applications pertaining to the Massachusetts Wetlands Protection Act and the Town of Millis Wetlands Protection Bylaw.

Applications consisted of Abbreviated Notices of Resource Area Delineations, Notices of Intent, and Requests for Determination of Applicability. These applications included numerous site visits conducted by the Commission. Site visits/walks to judge compliance with Orders of Conditions and issuance of Certificates of Compliance (COC) for a number of completed projects were also conducted by the Commission members during 2016. We are pleased to report that permit conditions were satisfactorily met for a majority of projects.

The Conservation Commission is the official agency specifically charged with the protection of natural wetland resources in the Town of Millis. The Commission is authorized to administer the State Wetlands Protection Act and additionally, the Conservation Commission is charged with administering the Town's Wetland Protection Bylaw (Article XIX). The Commission also continues to investigate further changes to better protect Millis' resources by working on amending the Town of Millis, Wetlands Protection, Rules and Regulations.

The Conservation Commission typically meets once a month, on Monday evenings. Our meeting times and dates are posted on the Town of Millis website and in the Veterans Memorial Building, Main Street, Millis. All meetings are open to the public. Public hearing notices are also printed in the Milford Daily News. We encourage residents to attend our meetings if they have questions or concerns pertaining to wetland protection.

The Commission comprises seven volunteer residents and is currently operating at full strength. The varied expertise of these members greatly enhances the efficacy of the Millis Conservation Commission. Also, thank you to Camille Standley, our dedicated Administrative Assistant.

The Millis Conservation Commission also oversees parcels of land that were purchased in part by the Town of Millis or were acquired through donations. An example is the property at 72 Pleasant Street, the former Verderber Farm, which is comprised of a diverse mixture of wooded uplands, open grassy meadows and wetlands. The Commission would like to thank those individuals and families who have donated precious wetland and upland areas to the Commission for perpetuity. By your kindness,

you have acted to preserve part of your hometown for yourself and future generations to enjoy.

Please visit our website for additional information and regularly posted agendas and meeting minutes at: www.millis.net.

The Millis Conservation Commission

Dr. James Lederer, Chair
Anne Rich, Vice Chair
Edward Chisholm
Timothy Chorey

Daniel Lee
Cara Krinsky
Christine Gavin
Camille Standley, Administrative Assistant

REPORT OF THE COUNCIL ON AGING

The Council on Aging is pleased to present its 2016 Annual Report to the residents of Millis. We provide information on a wide range of services and access to local, state and federal programs to those residents over the age of 60 or any resident that is disabled. A few of the services and programs accessed from the COA are: Transportation, case management, a Supportive Day Program, in-home care referrals, medical billing assistance, Meals on Wheels, a congregate meal site, volunteer opportunities, Medicare/ Medicaid, Fuel Assistance, and Millis Fund Applications. The Council is located on the ground floor of the Veteran's Memorial Building. The facility is open Monday through Thursday from 8:30 to 2:00 and Fridays 8:30 to 12:30. There are monthly morning presentations of topics that are pertinent to successful aging. The Center offers a sitting room with a large screen television, and books for loan, a meeting room with a piano and organ; and a separate room that houses our six computers that are available for community use. There is a dining area that is used for daily congregate lunches, and a drop in room with complimentary coffee and pastries.

Statistical Overview

During this reporting year, 654 Millis residents visited our Center for Outreach services, Medicare counseling, presentations, exercise programs, lunch or to just drop in. Over the past year, we have received 6,002 requests for information from our over-60 population and their families. The vans traveled 24,444 miles taking 1,913 senior and disabled riders to medical appointments, shopping and other destinations.

Budget

The actual municipal expenditures to the COA in FY16 were \$101,432.23. This translates to the town spending \$52.66 per senior. A state grant of \$13,131 has been dedicated to staffing the dispatcher/receptionist position and to partially cover the COAlition newsletter mailing expense. Total transportation costs for FY'16 were \$28,734.56. Transportation services are funded through the municipal budget, the COA Transportation Revolving Fund and the States Formula Grant.

2016 Highlights

The following are just some of the various presentations and activities that we have offered within this past year that inform and empower our older residents. SHINE, Norfolk County Sheriffs I.D. Program, The Circuit Breaker Tax Credit, Medicare open enrollment, Mass Bar Association-Your Legal Financial Checkup, Salmon VNA and Hospice of Greater Milford Advanced Directives Presentation, BBB Scams and Identity Theft Presentation, The YMCAs Enhanced Fitness Exercise Group and Computer Tutoring. Although our main focus has been education and information for older residents, we did have a number of extracurricular activities in 2016: Holiday celebrations featured a St. Patrick's Day Feast, Valentine's Day Tea, Mother's Day Tea, a traditional Thanksgiving Day Feast with Bossy's Catering and a Christmas luncheon sponsored by the MPD and MFD. Special events included our annual Antique Road Show, and many ice-cream/ pizza socials. We also provided weekly blood pressure / blood sugar testing, monthly consultations with the Public Health Nurse and bi-monthly podiatry appointments.

Millis Council on Aging Board of Directors

All that we do here at the COA would not be possible without the support and direction of our Board of Directors. They are a group of residents appointed by the Town Administrator to set the policy and

direction of the COA; to help the staff identify community needs and to explore ways to meet those needs and to educate themselves and our community. They are directly involved in many of our programs, giving freely of their time, talents and patience to improve the quality of life in Millis for older residents.

Program Review

Our staff and Board of Directors steer the COA in the right direction, but it is our volunteers who provide the energy to make the following programs possible: transportation, “Meals on Wheels”, blood pressure clinics, newsletter mailings, computer tutoring, “Crafts with Carol”, bingo, to name a few. We honor these dedicated individuals each May/June at our annual Volunteer Recognition Luncheon. Without their efforts, we would be unable to provide the wide range of services which Millis has offered. We are deeply appreciative for their commitment. Funding for activities at the center is largely supported by The Friends of Millis’ COA Inc. This private non-profit 501(C)3 organization raises monies through a variety of events; and in turn supports programs and purchases equipment that cannot be provided by state and local government. Other agencies that assist us throughout the year are The Millis Lions, Town Hall Employees, The Millis Board of Health, The Millis DPW, The Millis Cultural Arts Council, MPD, MFD, Roche Brothers, Shaw’s Supermarket, Blue Moon Café, Tangerini’s Spring Street Farm, the students from the High School, and the local Brownie and Tiger Cub Scout troops. We are appreciative to our many volunteers. On behalf of the Millis COA, I extend our heartfelt gratitude to each and every one of you for your commitment to our mission.

Respectfully submitted,
Patty Kayo, Senior Center Director

Council on Aging Board:

Chairperson- Mary Skilling
Secretary- Helen Daly
HESSCO Representative: Maria Neville
Member- Kaplan Hasanoglu
Member-William Brown

Senior Center Staff

Outreach- Carol LaFreniere
Department Assistant- Michelle Jones/Gunbhushan Kaur
Clerk Dispatch- Maureen Puopolo
Supportive Day Worker- Patty Kayo

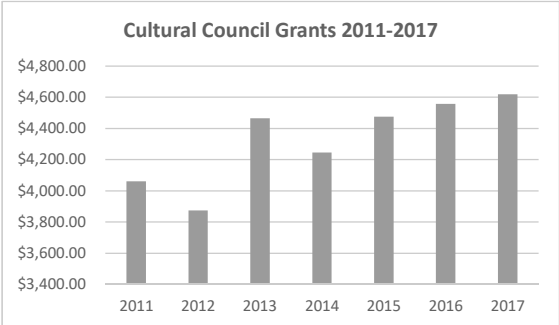
The Millis Cultural Council

The Millis Cultural Council is part of a grass roots network of 329 local councils that serve cities and towns across Massachusetts. The state legislature provides an annual appropriation to the Massachusetts Cultural Council, which then allocates funds to each local council. The local councils decide how the funds will be awarded to grant applicants. Millis Cultural Council members are community volunteers appointed by the Board of Selectmen.

The mission of the Millis Cultural Council is to promote excellence, access, and diversity in the arts, humanities, and interpretive sciences in order to enhance the quality of life in our community. The MCC strives to achieve these goals through the funding of local arts projects and programs with grants, and by hosting special events in Millis. The MCC’s local funding priorities include:

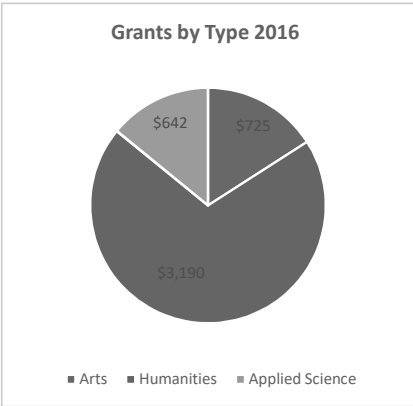
- Proposals that are free and open to the public to benefit the Millis community
- Proposals that will take place in Millis
- Funding priority is given to new applicants

Decisions about which activities to support are made at the community level by a board of municipally appointed volunteers. More information about the annual grant funding and the MCC can be found at www.mass-culture.org and on the Millis town website at www.millis.org under boards and committees.



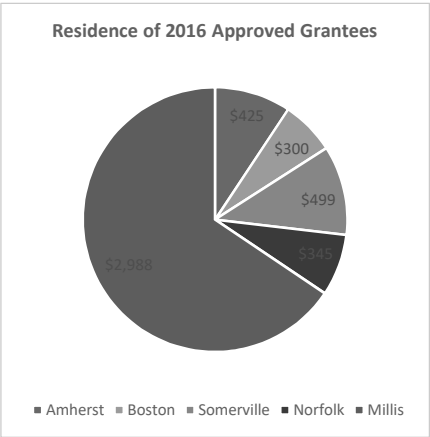
In 2016, the Millis Cultural Council awarded eight grants totaling \$4,557 for cultural programs in Millis. The MCC received 14 grant applications for 2016, with 5 applicants from the town of Millis. Of the eight awarded grants, four were from Millis, receiving 50% of our granted funds. The 2016 Millis Cultural Council grant recipients were:

- Henry Lappen, Henry the Juggler Show: \$425.00
- Friends of Millis Public Library, ABC Spanish in Motion: \$450.00
- Steve Hurlbut, Jumpin' Juba concert: \$300.00
- Millis Reads, Millis Reads 2016 – Isabella Stuart Gardner Museum Heist: \$1,300.00
- Erin Cheney, Millis High School Garden: \$297.00
- Patricia Divver, Millis MS/HS Librarian, Literary Arts Coffee House: \$941.00
- Jim Manning, Reading Olympics: \$499.00
- Mass Audubon Society, Stony Brook Wildlife Sanctuary, Nature in Your Neighborhood: \$345.00.



In order to increase the interest in grant applications within Millis in 2016, we held two Grant Writing Workshops, on October 1st at the Millis Public Library and October 4th at the Millis MS/HS library. The purpose of the workshops was the teach local residents about the grant application process, our Council’s funding priorities, and to have your questions answered by Council members as we walked through the new online application process. The result of the workshops was a substantial growth in growth applications for 2017, with a majority coming from Millis residents!

During the year we had some changes to our membership with Peter Themistocles’ term expiring on September 27, 2016 and Dove Quinlan joining the Council on June 6, 2016. In 2017, we are looking for three new members to join the council. Anyone interested in joining the Millis Cultural Council can download a volunteer form on the town website or call 508-376-1295 for more information.



The 2016 Millis Cultural Council Members:
Jodie Garzón, Chairperson – 20 Causeway Street - millisculturalcouncil@gmail.com
Michele Kelly, Treasurer – 140 Ridge Street
Stephanie Copice, Clerk - 36 Van Kleeck Rd.
Patrick Neville, Member – 151 Village Street
Arlene Lagos, Member – 53 Daniels Street
Dove Quinlan, Member – 126 Middlesex Street

Respectfully submitted,
Jodie S. Garzón
Chairperson, Millis Cultural Council

DEPARTMENT OF PUBLIC WORKS

The Millis DPW is responsible for maintaining and operating the following:

- 55 miles of roads;
- stormwater drainage systems;
- water system with 2 storage tanks, 6 water production wells, 2 high pressure booster pumps, 47.5 miles of water main and scada system;
- sewer collection system that serves more than 2/3 of Millis residents, with 5 sewer pump stations, 3 meter stations and a scada system;
- a cemetery;
- parks and playground equipment;
- athletic fields;
- a recycling center and transfer station;
- maintenance and repair of Town owned equipment and vehicles; maintenance of a closed landfill; and
- overhead street lighting and ornamental street lights.

The DPW maintains all of the above with the following staff:

- 1 general foreman;
- 3 highway staff;
- 1 parks and cemetery staff;
- 1 mechanic;
- 1 transfer station operator/water operator;
- 4 water/sewer staff;
- 1.25 clerical/administrative staff; and
- 1 management staff.

The Department would like to acknowledge the retirement, of Michael Perciaccante-General Foreman 42 years and Fred Souza-Heavy Equipment Operator 32 Years.

The Department also accomplished the following work in 2016:

- Maintained the Town owned tree nursery, located on Island Road.
- As part of the Towns annual catch basin cleaning program, 910 catch basins were cleaned and 155 yards of material was removed and put in the Town owned tree nursery.
- Trimming and take down of 2 dead trees in the Prospect Hill Cemetery.
- In conjunction with the Millis Garden Club, the Town helped maintain the islands at the intersections of Village Street and Main, Norfolk Road Sewer Pump Station, Millis Public Library, Dover Road, Veterans Memorial Building, Old Town Hall and Prospect Hill Cemetery.
- Highway Department crews responded to 19 snow emergencies.
- Reconstructed or replaced catch basins and manholes on 1-Forest Road, 2-Main Street, 2-Dover Road, and 1-Richardson Pond.

- Culverts were inspected and maintained for Beavers at the following locations: Farm Street, Richardson Pond, Main Street, Larch Road, Pleasant Street and Causeway Street.
- The following streets were paved: Exchange Street (phase II) sidewalk replacement and reconstruction of the intersection of Van Kleeck, Union Street and Exchange Street, and Himelfarb Street from Village Street to Myrtle Street.
- A new 12 inch water main was installed on Dover Road, (5,132 feet). As part of the water main replacement 52-one inch and 2-two inch house connections were replaced or installed. An 8 inch stub was installed on Bridge Street so that a new water main could be installed and looped to Main Street in the future.
- Water Department crews made repairs to the following water mains: Main Street, Lexington Lane / Saratoga, 2-Village Street.
- Water Department crews made repairs to the following service lines: 1307 Main Street, 224 Plain Street, 176 Farm Street, 10 Dean Street, and 50 Bridge Street.
- Enforced an extended mandatory outside water ban: no watering between 9:00 AM - 5:00 PM from May 01, to December 31, 2016.
- DPW crews installed two new one inch water services to 8-10 Dean Street Norfolk (1,050 feet).
- As part of the Town's Storm Water Management Act, crews inspected outfalls throughout the drainage system.

Transfer Station

The Transfer Station continues to operate 1 1/2 days per week. The Transfer Station operated a total of 72 full days in 2015. The facility was opened 2 additional hours during summer months. The facility received 443 tons of municipal solid waste, 32 tons of scrap metal, 197 tons of commingled recyclables and paper, and 3.50 tons of TV's and electronics for recycling. 4.65 tons of carpet, mattresses and upholstered furniture. The Town collected for composting approximately 600 tons of organic materials. The Town actively recycles and delivers the containers to the various recycling plants. The Transfer Station has containers for bottles/cans for pickup by the Lions Club as well as a clothing receptacle for donations. There is also a mercury thermometer receptacle which is periodically picked up by a field chemist sent by Wheelabrator. This service is free to the Town.

Respectfully Submitted,
James F. McKay,
Deputy Director / Chief of Operations
Department of Public Works

REPORT OF EMERGENCY MANAGEMENT

Requirements and reporting established by the state are up to date.

Our radio officers have taken part in all alert drills. Trips have been made to Area 2 Headquarters for various meetings and seminars.

We attended all Local Emergency Planning Committee meetings though out the year to discuss various areas of concern for the safety, welfare of the public and continued planning.

The meetings were held at the Veterans Memorial Building.

Millis was represented at the quarterly Director's meetings held at the area II bunker in Bridgewater MA.

The Emergency Operations Center went active once in 2016, for the snow storm event of Febraury 4, 5 and 6.

The Local Emergency Management team applied for and received a \$ 2,200.00 grant to be used for updating our shelter plan to be more in line with the new regional and state shelter responses.

In closing we would like to give a very special thank you to the Millis Fire Department and Police Department for their support.

Respectfully submitted,

David Byrne
Director of Millis Emergency Management

The Energy Committee was reestablished in May of 2014. The members of the committee have experience in science, education, technology, project planning and management, resource allocation, accounting, finance, public service and leadership. The goal of this committee is to work in collaboration with the community and town administrators to reduce Millis's energy consumption through conservation and renewable sources of energy.

As part of this goal, and as part of our obligation as a newly designated Green Community, the committee continues to work with the Town's Energy Manager to evaluate opportunities to reduce energy consumption by 20% over the next few years.

2016 saw the culmination of 2014 & 2015 efforts as we received our Green Community designation (<http://www.mass.gov/eea/energy-utilities-clean-tech/green-communities/>) in January. The Green Community designation was accompanied by an initial grant of \$151,325 to help fund projects that will reduce the Town's energy use, carbon and greenhouse gas emissions, and reduce overall operating costs.

Initial Green Community grant projects included the retrofitting the Town's 427 streetlights with LED fixtures. The vendor was selected for the LED project but contract finalization moved into 2017. Hence, this project is now forecasted to complete during the 2017 calendar year. Grant projects completed in 2016 include weatherization at the Animal Control Building, well and pump buildings and refrigeration controls at the Middle and High School kitchen.

A Community Electrical Aggregation (CEA) project for Millis was evaluated in 2016. Based on the research and the committee's consensus with regard to the potential benefits to Millis residents, an article was presented and subsequently passed during the Town Meeting in May. Three prospective vendors were selected (Colonial Power Group, Peregrine Energy Group and Good Energy) and interviewed. After careful analysis and consideration of each vendor, Good Energy was selected as the provider of choice.

The committee continues to review additional project candidates for Green Community grant funding as well as a variety of new initiatives that could prove beneficial to Millis and our commitment to help reduce energy consumption.

The Energy Committee thanked Dr. James Lederer for his service upon his decision to resign in 2016. We also welcomed a new member Jonathan Barry.

Gary Babin
Jonathan Barry
Timothy Farrar
Craig Gibbons, Chair
James Lederer
Tom O'Connell
Kathleen Streck

Finance Committee

Under Massachusetts General Laws, each town is required to have a standing committee whose job it is to consider any or all municipal questions for the purpose of making reports or recommendations to the town. In Millis the Finance Committee consists of nine members appointed by the Town Moderator. Currently the Finance Committee has only eight members required by town-by-law. The current committee membership consists of five men and three women. Three of the members are retired and several have school age children. A balance of members from different demographics within Millis helps the committee function better for the town. The Finance Committee meets on a regular basis prior to each town meeting.

It is the role of the Finance Committee to review and make recommendations on the town's budget and all of the articles that are presented at the Town Meetings. The Finance Committee provides a financial check and balance to the Board of Selectmen and Town Administrator. The Board of Selectmen and the Town Administrator as well as the School Committee, Library Trustees, Planning Board and other town departments make budget requests based on the needs of the various departments and boards. The job of the finance committee is to weigh those various requests against the monies available to the town. The Finance Committee also looks at the various issues confronting the Town and various town departments and establishes priorities. After often much consideration and open discussion, the Finance Committee makes its recommendations and explains those recommendations at the Town Meetings. In essence, the role of the Finance Committee is to provide guidance to the residents at Town Meeting. In its recommendations, the Finance Committee presents to Town Meeting the fiscal implications of approving and not approving various Warrant Articles. It is the job of the residents at Town Meeting to make the final financial decisions.

In the past year some of the issues on which the Finance Committee has made recommendations at the Town Meetings include zoning changes in response to State Law and changes to create a more favorable environment for commerce in the town's downtown area. The Finance Committee has also made recommendations on the purchase of DPW, School, Police and Fire vehicles and equipment; snow and ice budget deficits; upgrades to the Town's athletic fields; road improvements; an energy management grant shared with Medway; and additional staff time in various town departments including adding time for the Council on Aging. Each year the Finance Committee balances an effort to maintain the Town's Stabilization Fund at a target of 5% of the overall Operating Budget. Maintaining the Stabilization Fund at this level or above helps maintain the town's bond rating as well as providing a "rainy day fund" to provide for unexpected needs.

The current members of the Finance Committee are: Peter Jurmain, Chair; Susan Vecchi, Vice-Chair; Craig Schultze, Clerk; Tayana Antin, Peter Berube, Jodie Garzon, Jerry Nunnaley and Doug Riley

REPORT OF THE FINANCE DIRECTOR

It is with pleasure that I submit my annual town report for Fiscal Year ending June 30, 2016.

I would like to thank the Town Administrator, Board of Selectmen, Departments, Boards and Commissions for their continued cooperation and support.

I would also like to thank the continued hard work of the staff in the Treasurer/Collector's Office which consists of Treasurer/Collector Jennifer Scannell, Assistant Treasurer/Collector Mary Frye, Department Assistant Allison Burruss and Ellie Baczowski. I also want to thank the continued dedicated work of the Assessor's Office which consists of Assessor Paula Dumont and Lesley Kennally.

I would like to especially thank the continued hard work and dedication of Assistant Town Accountant Lisa Morin and Payroll Administrator Kara Geraci. They are consistently hardworking, dedicated employees.

Respectfully submitted,

Kathleen R. LaPlant
Finance Director/Town Accountant

TOWN OF MILLIS MASSACHUSETTS
COMBINED BALANCE SHEET-ALL FUND TYPES AND ACCOUNT GROUPS
JUNE 30, 2016

	GOVERNMENTAL FUND TYPES			FIDUCIARY FUND TYPE	ACCOUNT GROUP GENERAL LONG- TERM DEBT	TOTAL (MEMORANDUM ONLY)
	GENERAL	SPECIAL REVENUE	CAPITAL PROJECTS			
ASSETS						
INVESTED CASH	\$ 3,135,577.67	\$ 3,064,288.35	\$ 5,785,097.43	\$ 906,940.19		\$ 14,502,561.01
RECEIVABLES				\$ 1,610,657.37		\$
PROPERTY TAXES	\$ 515,736.63					\$ 515,736.63
TAX LIENS/TITLE/FORCLOSURES	\$ 477,666.75					\$ 477,666.75
TAXES IN LITIGATION						\$ -
MOTOR VEHICLE EXCISE	\$ 161,172.89		\$ 290,985.21			\$ 161,172.89
SPRING REVENUE		\$ 624,571.91				\$ 624,571.91
SPECIAL ASSESSMENTS						\$ 915,957.12
DUE FROM OTHER GOVERNMENTS						\$ -
STATE/FEDERAL		\$ 443,715.82	\$ -			\$ 443,715.82
AMOUNTS TO BE PROVIDED FOR						\$
RETIREMENT OF DEBT-TOWN					\$ 10,088,689.00	\$ 10,088,689.00
AMOUNT TO BE PROVIDED BY STATE						\$ -
TOTAL ASSETS	\$ 4,290,163.94	\$ 4,132,576.08	\$ 5,785,097.43	\$ 1,610,657.37	\$ 10,088,689.00	\$ 27,105,099.22
LIABILITIES						
WARRANTS PAYABLE	\$ 255,301.61	\$ 9,171.90	\$ -	\$ -		\$ 260,542.50
WITHHOLDINGS	\$ 202,713.10		\$ 25,065.99			\$ 202,713.10
UNCLAIMED ITEMS/STALLINGS	\$ 113.16		\$ 12,431,217.00			\$ 113.16
BANS PAYABLE						\$ 12,431,217.00
GAINS PAYABLE						\$ -
PERFORMANCE DEPOSITS						\$ -
FISH & GAME	\$ 37.17					\$ 37.17
EXCISE TAX CLEARING	\$ 172,788.66					\$ 172,788.66
RESERVE FOR ABATEMENTS & EXEMPTIONS	\$ 981,767.61	\$ 1,065,287.73	\$ -	\$ 290,985.21		\$ 2,339,060.55
GENERATED REVENUE					\$ 8,340,000.00	\$ 8,340,000.00
GENERAL EDUCATION DEBT PAYABLE					\$ 1,748,689.00	\$ 1,748,689.00
NOTES PAYABLE						\$ -
TOTAL LIABILITIES	\$ 1,612,741.31	\$ 1,077,459.63	\$ 12,431,217.00	\$ -	\$ 10,088,689.00	\$ 25,525,161.14
FUND EQUITY						
RESERVED						\$ 803,862.15
ENCUMBRANCES	\$ 509,377.21	\$ 69,048.06				\$ 1,188,669.26
EXPENDITURES	\$ 597,436.65	\$ 600,900.61	\$ 225,436.88	\$ 332.00		\$ 84,434.92
ACCUMULATED DEPRECIATION		\$ 84,434.92	\$ -			\$ 269,346.13
DEBT PREMIUM	\$ 269,348.13					\$ -
EXTRAORDINARY/UNFORSEEN						\$ -
CAPITAL						\$ (2,377,701.75)
UNDESIGNATED	\$ 1,311,250.64	\$ 2,300,732.86	\$ (6,646,119.57)	\$ 656,434.32		\$ -
DESIGNATED						\$ -
APPROPRIATION DEFICITS				\$ 1,610,325.37		\$ 1,610,325.37
OTHER PURPOSES-FINAL COURT JUDGEMENT						\$
TOTAL FUND EQUITY	\$ 2,677,412.63	\$ 3,055,116.45	\$ (6,646,119.57)	\$ 1,610,657.37	\$ -	\$ 1,578,938.08
TOTAL LIABILITIES AND FUND EQUITY	\$ 4,290,163.94	\$ 4,132,576.08	\$ 5,785,097.43	\$ 1,610,657.37	\$ 10,088,689.00	\$ 27,105,099.22
PROOF	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

UNAUDITED

TOWN OF MILLIS
COMBINING BALANCE SHEET
ALL SPECIAL REVENUE FUNDS
JUNE 30, 2016

	OTHER SPECIAL REVENUE
ASSETS	
INVESTED CASH	\$ 3,064,288.35
RECEIVABLES	
DEPARTMENTAL	\$ 624,571.91
DUE FROM OTHER GOVERNMENTS	
STATE/FEDERAL	\$ 443,715.82
SPECIAL ASSESSMENTS	
TOTAL ASSETS	<u><u>\$ 4,132,576.08</u></u>
LIABILITIES	
WARRANTS PAYABLE	\$ 9,171.90
DUE TO OTHER GOVERNMENTS	
OTHER LIABILITIES	
DEFERRED REVENUE	\$ 1,068,287.73
TOTAL LIABILITIES	<u><u>\$ 1,077,459.63</u></u>
FUND EQUITY	
RESERVED	
ENCUMBRANCE	\$ 69,048.06
EXPENDITURES	\$ 600,900.61
DESIGNATED	\$ 84,434.92
UNDESIGNATED	\$ 2,300,732.86
TOTAL FUND EQUITY	<u><u>\$ 3,055,116.45</u></u>
TOTAL LIABILITIES & FUND EQUITY	<u><u>\$ 4,132,576.08</u></u>
PROOF \$	-

**TOWN OF MILLIS
COMBINING BALANCE SHEET
CAPITAL PROJECTS FUND
JUNE 30, 2016**

		CAPITAL PROJECTS
	ASSETS	
	INVESTED CASH	\$ 5,785,097.43
	DUE FROM OTHER GOVERNMENTS	
	STATE/FEDERAL	
	TOTAL ASSETS	\$ 5,785,097.43
	LIABILITIES	
	WARRANTS PAYABLE	
	BANS PAYABLE	\$ 12,431,217.00
	DEFERRED REVENUE	
	TOTAL LIABILITIES	\$ 12,431,217.00
	FUND EQUITY	
	RESERVED	
	EXPENDITURES	
	UNRESERVED	\$ (6,646,119.57)
	DESIGNATED	
	OTHER PURPOSES	
	TOTAL FUND EQUITY	\$ (6,646,119.57)
	TOTAL LIABILITIES AND FUND EQUITY	\$ 5,785,097.43
	PROOF	\$ -

TOWN OF MILLIS
COMBINING BALANCE SHEET
ENTERPRISE FUNDS
JUNE 30, 2016

ASSETS	SEWER ENTERPRISE	WATER ENTERPRISE	TOTALS
INVESTED CASH	\$ 388,712.01	\$ 518,228.18	\$ 906,940.19
RECEIVABLES	\$ 141,133.33	\$ 149,851.88	\$ 290,985.21
TOTAL ASSETS	<u>\$ 529,845.34</u>	<u>\$ 668,080.06</u>	<u>\$ 1,197,925.40</u>
LIABILITIES			
WARRANTS PAYABLE	\$ 4,433.46	\$ 20,635.53	\$ 25,068.99
DEFERRED REVENUE	\$ 141,133.33	\$ 149,851.88	\$ 290,985.21
TOTAL LIABILITIES	<u>\$ 145,566.79</u>	<u>\$ 170,487.41</u>	<u>\$ 316,054.20</u>
FUND EQUITY			
RESERVED FOR:			
ENCUMBRANCE	\$ 135,567.50	\$ 89,869.38	\$ 225,436.88
EXPENDITURES			\$ -
APPROPRIATION			
UNRESERVED	\$ 248,711.05	\$ 407,723.27	\$ 656,434.32
TOTAL FUND EQUITY	<u>\$ 384,278.55</u>	<u>\$ 497,592.65</u>	<u>\$ 881,871.20</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 529,845.34</u>	<u>\$ 668,080.06</u>	<u>\$ 1,197,925.40</u>
PROOF	\$ -	\$ -	\$ -

UNAUDITED

TOWN OF MILLIS
COMBINING BALANCE SHEET
ALL TRUST AND AGENCY FUNDS
JUNE 30, 2016

	TRUST FUND	AGENCY FUND	TOTALS
ASSETS			
INVESTED CASH	\$ 1,516,553.08	\$ 94,104.29	\$ 1,610,657.37
TOTAL ASSETS	<u>\$ 1,516,553.08</u>	<u>\$ 94,104.29</u>	<u>\$ 1,610,657.37</u>
LIABILITIES			
WARRANTS PAYABLE			\$ -
PERFORMANCE BONDS			\$ -
FISH & GAME			\$ -
TOTAL LIABILITIES	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
FUND EQUITY			
RESERVED EXPENDITURES	\$ 332.00		\$ 332.00
UNRESERVED DESIGNATED OTHER PURPOSES	\$ 1,516,221.08	\$ 94,104.29	\$ 1,610,325.37
TOTAL FUND EQUITY	<u>\$ 1,516,553.08</u>	<u>\$ 94,104.29</u>	<u>\$ 1,610,657.37</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 1,516,553.08</u>	<u>\$ 94,104.29</u>	<u>\$ 1,610,657.37</u>
PROOF	\$ -	\$ -	\$ -

UNAUDITED

Fire Rescue Department

On behalf of the Fire Rescue department I am proud to present the 2016 Annual Report. I would like to thank the men and women of the Fire Rescue department for their dedication to serving Millis, and most importantly to the community for your continued support as we build our department to better serve and protect you.

Mission Statement: The mission of the Millis Fire Rescue department is to minimize the loss of life and property resulting from fire, medical emergencies and other disasters through prevention, preparedness and response. The Fire Rescue department will strive for excellence in the performance of duty and service to the community and the customers it serves. The department is committed to find better ways to protect the lives and property of its citizens from fire and other disasters and is dedicated to work together for the betterment of

2016 Highlights:

Fire station renovation: In 2016 the Police Department officially moved out of our shared building after over 65 years and into their new state of the art building. The renovation of the fire department started in October. The building was then completely renovated and many areas of concern were addressed such as a new roof, improvements to the masonry and a new apparatus floor with drainage. The department gained office space, a training room, a Decon. area, fitness room and access and security concerns were addressed. The station is now suited to house the staffing of the department as it grows and be a sustainable building for the town. I would like to thank the Permanent Building Committee for all the work put into this project.

Transitioning the department to paramedics: In January of 2016 the department began the transition from BLS (basic life support) to ALS (advanced life support) with its first two members completing the paramedic program and advancing to the clinical and field internship process. There has been an increase for the need of paramedics on staff over the last 10 years and we have seen the availability of paramedic intercept providers reduce drastically. This will greatly improve the service that we provide and improve the care, assessment and treatment of cardiac emergencies, strokes, respiratory and allergic reactions. The transition is being accomplished in a 4 year implementation program.

Second Ambulance: With the increase in second medicals the department increased its ability to answer all calls for service by adding a second ambulance. The current ambulance has over 130,000 miles and was scheduled to be replaced in FY18. By replacing the ambulance now the department has the ability to keep the older ambulance and use it for second medicals and when the primary ambulance is being serviced or in for repairs. With over 100 second medical calls and proposals for new facilities that will increase our call volume, purchasing the ambulance now allowed us to be prepared for the future and better serve the needs of the community.

It was a pleasure to work with all Millis Departments and I would like to thank the Police, DPW and School departments as well as all departments in the Town Hall for making Millis a great place to work and live.

Respectfully Submitted,

Richard Barrett- Fire Chief

Department Responses

Structure Fires	6
CO Alarms	22
CPR/Defib. Classes	10
Lifeflight	3
MV Accidents	34
Private Fire Alarm	47
Car Seat Installs	92
Electrical Fire	30
Brush Fire	12
Medical Response	829
Second Medicals	120
ALS Required	276
Smoke/building	9
Chimney Fire	6
Fire Prevention	30
Gas Leak/Structure	21
Master Box Alarm	36
Mutual Aid	87
Public Assist	37
Inspections	227
Vehicle Fires	4
Burning Permits	456
Total Responses:	1,652

The Millis Historical Commission is a municipal agency of the town government. The members of the Historical Commission are volunteers that are appointed by the Selectman. Members serve as local preservation advocates and as an important resource for the conservation and planning of the town's historic assets. They work closely with the Massachusetts Historical Commission.

Bandstand: This year the Millis Town Bandstand restoration project was completed. The original ceiling which was low and flat was redesigned and is now a cathedral ceiling with newly painted bead board. The new design now adds better acoustics for music presentations. The Millis Recreation Department has now enjoyed hosting its fourth year of summer concerts and entertainment.

Niagara Fire House: Work continues on the restoration project of the Niagara Fire House. With funding from the Community Preservation Committee and approval from town meeting, a new heating and air conditioning system has been installed and the building has been completely insulated. Original wainscoting has been re-installed in the upstairs back room. The "Engine Room" had horizontal tongue and groove paneling installed, and the doors and windows were given new trim. New doors were installed to the engine room.

Oak Grove Farm House: The Oak Grove Farm House is one of three sites in Millis that is listed on the National Register of Historic Places. The Millis Historical Commission has placed a sign at the entrance of the farm with information on the history of the farm from when it was first established in 1677. This year, the Historical Commission hosted its first Civil War Encampment since 2006. Oak Grove Farm has long been considered one of the best sites to hold an encampment/reenactment in New England. The event was extremely successful for both the Reenactors and the spectators that came from all over New England to view the camps, speak with the Reenactors and watch two re-creations of a Civil War battle. The Historical Commission would like to thank the many volunteers and public that made this all possible. Visit the Millis Historical Commission on the web at: www.millishistory.org

Respectfully submitted:

Nathan Maltinsky: Chairman
Mitch Bobinski
Scott Fuzy
Joanne Gannon
Jacqueline Graci
Carolyn McNiff
Marc, Prufer
Mark Slayton
Meg Wilkes
Fred Waskiwitz
Charlie Vecchi

The Millis Public Library is busier than it has ever been.

In 2016, for the first time ever, Millis residents visited their library over 100,000 times in a single year. This means that on average, the entire population of Millis comes to the Library every month.

Residents have hunted for – and found – jobs at the Library. They have studied for exams – everything from spelling tests to citizenship tests – at the Library. They have learned new skills, made new community connections, and broadened their horizons at the Library. People come to the Library for all sorts of reasons. They come to read stories and they come write new chapters in their own stories.

This past year, Millis residents borrowed 126,482 items from their library – an increase of 30% over the previous year. These items include books, movies, music, magazines, toys, tools, games, and musical instruments. The Library offers materials for individuals with low-vision through a partnership with the Perkins School, and will deliver library materials to those who cannot come to the library through a partnership with the Friends of the Millis Public Library. Use of the e-library – which offers 24/7 access to books, movies, music, and magazines, as well as product information from Consumer Reports, business, technology, and creativity courses from Lynda.com, and foreign language instruction from Mango Languages – is up 63% over the previous year.

17,419 people attended the Library's 700+ events in 2016, a 31% increase over 2015. The Library offers story times, technology assistance, author visits, movie screenings, local history lectures, concerts, art shows, and much more, including monthly community forums in partnership with the Police Department, book clubs with the Middle School, late night study parties with the High School, gardening events with the Millis Garden Club, and weekly wellness classes with Living Buddha Nature.

Millis residents used the Library's laptop and desktop computers nearly 14,000 times and connected to the library's free wireless internet over 50,000 times in 2016. For some residents, the Library provides their only access to technology and the internet.

The Library's success and growth in 2016 is due to the dedicated team of staff, volunteers, Friends, and Trustees, who make the Library work. We have a terrific staff – familiar faces in Millis – who spend their days greeting and assisting library visitors, and who are always on the lookout for ways to better serve the Millis community. They are supported by an army of volunteers behind the scenes who collectively spent 2,445 hours serving Millis through the Library in 2016. The Library is open about 2,200 hours per year, so there are almost always volunteers working at the library. We have three terrific Trustees – Wendy Barry, Maria Neville, and Jennifer White Farrar – who volunteer their time to help to guide the Library in fulfilling its mission to serve all members of the Millis community.

We also owe our success to the tireless support of the Friends of the Millis Public Library, who helped make our beautiful new building a reality and continue to make the Library better. They raise money through grant writing and book sales to support our events. They fund our

museum pass program, providing our community with affordable access to many of our region's excellent museums and cultural institutions. They deliver books to homebound members of our community. We would not have the Library we have today without the Friends. Please consider joining them in their work for the library. Learn more at millislibrary.org/friends.

Thank you to the staff, volunteers, Trustees, and Friends who make the Millis Public Library possible. And thank you to the entire Millis community for your support and patronage.

We hope to do even better in 2017 and beyond. Help us improve and tell us what you'd like from your library by answering a few easy questions here: millislibrary.org/survey.

To learn about library events, services, and collections that might interest you, sign up for our e-newsletter at millislibrary.org/newsletter.

Respectfully Submitted,

Alex Lent
Library Director
March 2017

This has been a year of renewed focus and growth for the Millis Public Library (Library). The Trustees are proud that in his first full calendar year as Director, Alex Lent, and the Library staff have done some excellent work revamping internal operations and community engagement efforts so the Library is better able to deliver on its mission to inspire and support lifelong learning within the Millis community. This has included such endeavors as:

- updating the Library's collections and collection plan per community needs,
- designing an annual programming plan to accommodate the varied interests identified within the Library patron base,
- updating and streamlining policies and procedures for operational and service consistency, and,
- working to create a more efficient and timely Library information distribution system to inform the community about Library services, resources and programming.

Through efforts like those above, the Library works diligently to use its funds efficiently, maintaining and even increasing services within tight constraints. The Director routinely partners with the Friends to seek outside funds where available to augment the services the Library provides. For example, one community need the Library identified but does not have the budget to address is the cataloguing, digital preservation and increased public access to Millis' historic documents, many of which are stored at the Library. The Library went through a lengthy process and ultimately was successful in receiving an internationally sought after \$15,000 grant from Dell/EMC corporation to help preserve our local Millis history.

In addition to the important work within our Library building and community, The Friends of the Public Library (the Friends) have funded the construction of a new library shed located in the parking lot area. This attractive new out-building is in keeping with the Library building aesthetic and is being built by students from Tri-County Regional Vocational Technical High School. This addition will provide much needed storage space for the Friends as they continue their mission to support the Library.

Services/Programs

The Millis Library continues to prove itself to be a much used and vital community resource. The Library continues to buck national library trends with increased material circulation, facility use and program attendance. Millis residents are using and benefiting from the Library more than ever. For example:

- Millis residents saved approximately \$1,588,363 in 2016 by borrowing materials from the Library rather than purchasing them (based on 122,488 items checked out)
- Over 66% of Millis residents have Library cards
- Meeting rooms are used almost 70 times per week for various public programming, community groups, Millis town departments and committees, civic organizations and individuals
- The Library offered 677 public programs this year including music performances, early-literacy times, science interactions, computer programming seminars, history experts, author-visits, multiple movie series, art installations, play times and writing workshops.
- 16,261 people attended programs this year. An increase of 56% over last year.

The Library continues to expand its technology offerings and services for the community. In addition to free Wi-Fi, desktop computers, e-readers, laptop computers, noise reducing headphones, wireless mice, video gaming devices and a 3-D printer, the Library is expanding e-resources to meet community demand. Some of the e-resources Millis patrons access include consumer information and product reviews from Consumer Reports; business, technology, and creativity courses from Lynda.com; foreign language training from Mango Languages; downloadable books, comics, movies,

audio books, music, and television shows from Hoopla; downloadable music from Freegal; and downloadable magazines from Zinio.

Library Staff

The Trustees would like to express our appreciation for the dedication of Library Director, Alex Lent, and library staff members, Rachel Silverman, Michael Barlow, Donna Brooks, Wesley Cote, Esther Davis, Nancy Doyle, Karen Mortimer, Rena Romano, and Marcie Smith, as well as our on call personnel. Their ongoing commitment to serving this community allows the Library to grow and meet Millis' diverse needs.

We encourage everyone to stay informed about the Library's offerings and activities by visiting the Library or the Library website, www.millislibrary.org, through the facebook page facebook.com/millislibrary, through twitter twitter.com/millislibrary or on Instagram at instagram.com/millislibrary. We also encourage involvement and membership in the *Friends of the Millis Public Library* which supports the mission, services and programming provided by the Library through its book sales and other fundraising activities (see Library website for more information).

As always, the Trustees welcome your feedback at trustees@millislibrary.org.

Respectfully Submitted,

Library Trustees

Wendy Barry, Chair
Maria Neville, Secretary
Jennifer Farrar

*Memorial Day Committee, 2016
Town of Millis, MA 02054*

Listed are the members of the Committee that organized the Parade and Ceremony for
Memorial Day, May 30th 2016.

Lawrence J. McCarter, Chairman

Robert Yeager, Secretary

Colonel James Bullion, U.S. Army, Keynote Address

James Neville, Selectman, Reading of the Proclamation

Keith Edison, Chief of Police

Richard Barrett, Fire Chief

Robert Bryant

Michael Deleporta

Alan Burch

Thomas Miller

Manual Goes

Edward Shropshire

Kenneth Mitchell

Fred Souza

Kenneth Philips

Edwin Waite

Mark Slayton

Harold Crosby

William Surette

May Ann Sheridan

Thomas Howie

John Wanders

Respectfully Submitted;

Lawrence J. McCarter, Commander

American Legion Post 208, Millis, Ma.

PROCLAMATION

Now, Therefore, Be It Resolved that the Millis Board of Selectmen do hereby proclaim Monday, the 30th day of May 2016 as Memorial Day in the Town of Millis, and urge all citizens of this community to join us in support of Memorial Day

Memorial Day, originally called Decoration Day, is a day of remembrance for those who have died in service of the United States of America. Over two dozen cities and towns claim to be the birthplace of Memorial Day. While Waterloo N.Y. was officially declared the birthplace of Memorial Day by President Lyndon Johnson in May 1966, it's difficult to prove conclusively the origins of the day.

Regardless of the exact date or location of its origins, one thing is clear – Memorial Day was borne out of the Civil War and a desire to honor our dead. It was officially proclaimed on 5 May 1868 by General John Logan, national commander of the Grand Army of the Republic, in his General Order No. 11. "The 30th of May, 1868, is designated for the purpose of strewing with flowers, or otherwise decorating the graves of comrades who died in defense of their country during the late rebellion, and whose bodies now lie in almost every city, village and hamlet churchyard in the land," he proclaimed. The date of Decoration Day, as he called it, was chosen because it wasn't the anniversary of any particular battle.

Respectfully,

James G. Neville, Chairman

James J McCaffrey Vice Chairman

Catherine C MacInnes, Clerk

Report of the Town Moderator

Every spring and fall the Millis Town Meeting convenes to enact the business of the Town. All residents who are registered to vote are encouraged to attend Town Meeting. They may speak out and vote on the issues presented to the Town Meeting in the meeting warrant. It is this opportunity that sets Millis apart from the larger Communities in the Commonwealth our ability to use a hands-on approach to guide our Town Governance.

In 2016 our annual Town Meetings were again held in the Millis /High School Auditorium in June and November. A combined total of 63 Articles were considered and acted upon in each case business was conducted in one night. My thanks to all Millis Voters who attended Town Meeting this year and special thanks to Town Clerk Lisa Hardin and Assistant Town Clerk Pat Sjogren who keep the meeting and the moderator running smoothly.

I also would like to give a special thank you to Charles Aspinwall for his many years as Town Administrator guiding town government through the day to day challenges and wish him the best in his new position.

Our town meetings consider a broad range of fiscal and policy issues. This is the basis for our government operations and our opportunity to set priorities as residents of Millis. An operating budget approximately \$29,000,000 was approved to support the functioning town government (including Police, Fire and DPW departments) and the School Department. Town meeting acted on proposals dealing with a land swap to meet eligibility requirements for school building funding application, town building improvements to name a few. I would encourage all registered voters in our community to participate in this important process.

Millis is a great community to live in with a top notch school system and hardworking public officials who are successful in part because of the support of Town Meeting members. On behalf of all I would like to thank the Finance Committee for their efforts to inform and guide us through the issues presented and for breaking down complicated matters to a level we can better understand. Thanks also to the efforts of the Board of Selectman, Board of Health, School Committee, Planning Board and all elected officials that are so important to our Town Meeting process. I also want to give a special thanks to our Town Administrator and School Superintendent who guide us through on a day to day basis. Thanks to the Town Clerk, the Constables, voting list inspectors and tellers for their support at the Town Meeting and to the Millis High School students who make sure we are televised.

Finally, I want to say thank you to the voters of Millis for electing me to serve as your Town Moderator. I appreciate your support.

Respectfully yours,

Paul R. Jacobsen, Town Moderator

MILLIS

2016 REPORT OF THE NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

We are engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic.

Virus Isolations in the town:	no isolates in town in 2016
Requests for service:	264

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work.

Culverts cleared	23 culverts
Drainage ditches checked/hand cleaned	160 feet
Intensive hand clean/brushing*	0 feet
Mechanical water management	0 feet
Tires collected	12

** Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of disease control. An intensive monitoring program, aides in our decision to effectively target culprits locations.

Spring aerial larvicide applications	(April)	256.8 acres
Summer aerial larvicide applications	(May – August)	0 acres
Larval control - briquette & granular applications by hand		8.1 acres
Abandoned/unopened pool or other manmade structures treated		0 briquets

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra low volume (ULV) applications from trucks	4,066 acres
---	-------------

Respectfully submitted,

David A. Lawson, Director

Norfolk County Registry of Deeds
2016 Annual Report to the Town of Millis
William P. O'Donnell, Register
649 High Street, Dedham, MA 02026

The Registry of Deeds is the principal office for real property records in Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 5 million land documents dating back to 1793. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipalities, homeowners, title examiners, genealogists and others with a need for land record information.

The Registry operates under the supervision of the elected Register, William P. O'Donnell who has held the position since 2002. In continuous operation for nearly two hundred and twenty-four years, the Registry's mission has remained the same: to maintain and provide for accurate, reliable and accessible land records to all residents and businesses of Norfolk County.

2016 Registry Achievements

- Register William P. O'Donnell and his staff continue their direct outreach to town halls, senior centers, businesses and civic groups across Norfolk County. The Register held office hours at Millis Town Hall on June 9th.
- The Registry of Deeds recently renovated walk-in Customer Service and Copy Center continues to provide residents and businesses with quality service. This year alone, the Center handled more than 5,000 requests. These included filings of Homesteads, accessing your deed, confirming that documents affecting your property have been duly recorded and help with obtaining a mortgage discharge notice. You can contact the Customer Service and Copy Center at 781-461-6101. Hours of operations are 8:30am to 4:30pm, Monday through Friday.
- In calendar year 2016, we collected more than \$50 million in revenue.
- This year saw a record number of email filers.
- In 2016, we hit a milestone of recording our 34,000 Registry of Deeds book. For the sake of security and redundancy, we record our documents 3 different ways: hard copy, electronically and by microfiche.
- So far this year, more than 11,000 Homesteads applications have been filed at the Registry. The law Chapter 188 (M.G.L.) provides limited protection of one's home against unsecured creditor claims.
- In 2016, the Registry of Deeds unveiled its Transcription Project. The initiative, the first in New England, makes land recorded documents written by scribes of the 18th and 19th centuries in the old cursive hand writing style much easier to read by converting the words into easy to read electronic text.
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today all documents dating back to the first ones recorded in 1793 - are available for viewing.
- This year, many technological, office and capital improvements were implemented, including upgrading the cyber security protections of our registry computers, server and network infrastructure. The Registry's website www.norfolkdeeds.org is routinely updating its latest resources such as real estate statistics, answers to frequently asked questions, along with detailing the latest consumer programs.

- The Registry of Deeds Consumer Notification Service hit a milestone with its 500th subscriber. This consumer/public safety program, started last year, allows any county resident to opt in to this free notification service and be alerted when any document – fraudulent or otherwise – is recorded against their name. For more information, please see our website at: www.norfolkdeeds.org.
- Register O'Donnell hosted several free computer seminars at the Registry to provide hands-on-training to the public, including trade groups, public officials, real estate professionals, genealogists on how to access land record information using the Registry's new website technology.
- The Registry expanded its community outreach commitment by working with the Veterans Administration of Boston on our 'Suits for Success' program and supporting the newlife Home Refurbishing program to assist those who are in need of household items, including furniture. Our Toys for Tots' Drive has over the years collected 1,500 presents. Our Annual Holiday Food Drive continues to assist in supporting Food Pantry's throughout Norfolk County.
- The Registries of Deeds had several legislative accomplishments in 2016 such as county registries extending their tech fund to year 2020 to offset their hi-tech expenditures and clarifying Freedom of Information Act requests so that registries remain cost efficient and productive.

**Millis Real Estate Activity Report
January 1, 2016 – December 31, 2016**

During 2016, Millis real estate activity saw increases in both total sales volume and average sales price.

There was a 2% increase in documents recorded at the Norfolk County Registry of Deeds for Millis in 2016, resulting in an increase of 38 documents from 1,881 to 1,919.

The total volume of real estate sales in Millis during 2016 was \$64,641,228, a 5% increase from 2015. Also, the average sale price of homes and commercial property was up 7% in Millis. The average sale was \$391,765.

The number of mortgages recorded (453) on Millis properties in 2016 was up 14% from the previous year. Total mortgage indebtedness increased 7% to \$121,155,595 during the same period.

There were 5 foreclosure deeds filed in Millis during 2016, representing a 17% decrease from the previous year when there were 6 foreclosure deeds filed.

Homestead activity decreased 2% in Millis during 2016 with 180 homesteads filed compared to 184 in 2015.

Finally, our objective at the Registry will always be to maintain, secure, accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.

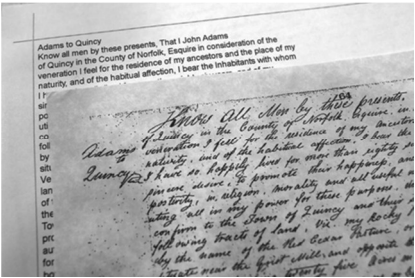
Respectfully submitted by,



William P. O'Donnell
Norfolk County Register of Deeds



Register O'Donnell speaking at the Needham Council on Aging.



An example of a handwritten document and its transcribed version.

Report of the Oak Grove Farm Commission

The year 2016 brought a change in the membership of the Oak Grove Farm Commission. Nancy Ceisluik had served on the commission for many years, and she brought to the Commission a love of the property and its history, an understanding of what it takes to maintain the many areas of Oak Grove Farm, and an open mind for new ideas. Nancy was always mindful of the origination of Oak Grove Farm and the need for the Commissioners to remember its purpose -- to serve the residents of Millis and provide the most benefit for the greater good of people and property. We shall miss her contributions. The Commission was pleased to welcome Rob Elbery, a lifelong Millis resident, who not only brings youth with new ideas but also a great deal of Green Industry knowledge, including tree and field maintenance, that is valuable to Oak Grove Farm. Rob immediately stepped up to the plate and pruned the twelve Red Maples along 115 that were planted by the Commission ten years ago. This much needed structural pruning removed crossing & rubbing branches inside the trees which reduce the chance of premature decay within the trees as well as removing dead limbs and low hanging branches. This pruning will allow the trees to continue to thrive and insure a full life expectancy for future generations to appreciate.

Although discussion about a new soccer field at Oak Grove Farm occurred in the past years, ultimately, town budgetary constraints and other concerns made proposed plans unattainable. However, the Commissioners continued to use its limited funds and man power to maintain and improve the conditions of the soccer fields. The Commission rotates field layouts to alleviate wear and tear, but use in the spring and fall seasons makes it difficult to allow complete rest of a field. We were reminded of this by the end of the 2016 spring soccer season, when the condition of the bottom Veterans Field that had been newly renovated in October 2015 was again in dire need of repair. The demand for athletic field space does not allow adequate time for the grass to deeply root. The 2016 drought and the realization that the cost of water is unaffordable forced us to re-renoate this field and keep it closed to the general public for the fall of 2016. We are anxious to see if our efforts will pay off this coming spring. With rain and cooperation in the form of limited use on this field for the spring 2017 soccer season users, we hope to make it into the summer months with this field in better condition.

An additional area of concern and cost for the Commission is tree maintenance. It is a never-ending process, including pruning and cleanup of fallen limbs, as well as removal and replacement of nonviable trees. The Commission planted five sunset Maples and three Sugar Maples to replace trees in the alley. These eight trees will be the first of many to replace the dead and dying Norway Maples that are almost 150 years old.

There continues to be a wide variety of users for Oak Grove Farm. In addition to the soccer clubs, Millis Soccer and JSSA, Millis Youth Baseball and Millis Girls softball continued to use Oak Grove in 2016. In the fall, Millis High School again held cross country meets at Oak Grove Farm and used the upper soccer field for middle school soccer games. The Millis Girl Scouts held their annual camporee on the Ridge Street field. A new user, Tinkergarten used Oak Grove Farm for some classes. The Millis Recreation Department held its Easter egg hunt at Oak Grove Farm. The playground and the garden are gathering spots and the fields and trails continue to be used by large numbers of walkers throughout every season.

All areas of Oak Grove Farm require maintenance. We rely on the assistance of the Mass Trial Court for volunteer work, the Millis DPW for mowing the athletic fields, and Millis Baseball and Millis Softball for maintaining their fields. Of course, the Millis Garden Club continues to take care of the garden with Oak Grove Farm providing the mulch. We would like to thank these individuals and organizations for assisting the Commissioners in our own volunteer efforts in keeping the property clean and maintained. A special note of appreciation goes to Erika Harkey for cleaning up all the dog feces on the property several times a year, not just that of her own dog.

Stephen G. MacInnes, Chair John McAvoy Sue McAvoy Julio Fontecchio Rob Elbery

PERMANENT BUILDING COMMITTEE

Once again, 2016 was a busy year for the Permanent Building Committee. In November, we dedicated the new Police Station, the first part of a \$10 million project that includes the renovation of the existing Fire Station. That project began in 2012 with a feasibility study that confirmed that the existing facility was too small, did not meet code and did not function properly for continued use as a shared Police/Fire facility. Funding for the project was approved at the May, 2013 Town Meeting.

Selection of an architect and an Owner's Project Manager (OPM) followed and the design of the new facilities began. The Town was also granted permission by the Massachusetts Inspector General's office to construct these facilities using the Construction Manager at Risk (CM at Risk) process where a general contractor is selected on merit and is involved in the initial design. This method helps to eliminate change orders and disputes that can occur as the project progresses.

Construction began in July, 2015, however the discovery of contaminants in the soil put the construction on hold until a remediation plan was developed and \$1.25 million in additional funds was approved at the following November Town Meeting. Once the site was cleaned-up, construction began in earnest in January, 2016 until eventual completion in October.

Once the Police Station was complete, the combined Police/Fire dispatch was transferred to the new building and the Police moved in to their new quarters. It was then that the renovation of the Fire Station could commence. The Fire Chief's office was relocated to a trailer in front of the building and housing for firefighters was provided in a temporary trailer in the rear of the station. Most of the office portion of the building was gutted, the holding cells were removed. Work on the apparatus bay was scheduled during fair weather as the trucks and ambulance had to remain outside during this period of time. As of the end of 2016, the renovation of the Fire Station was well underway, with an expected completion in the first quarter of 2017.

Coordination and approval of this project involved many of the Town's standing committees, including the Board of Selectmen, Conservation Commission, Planning Board, the Zoning Board of Appeals as well as the DPW and certainly the Fire and Police departments. We thank them all for their work in support of this project. As a result, the citizens of Millis will have modern, sustainable buildings that will serve them for many years to come.

Special recognition belongs to Peter and Diane Jurmain, who spent countless hours assisting and installing the complex computer systems that are needed for record management, dispatch (including 911 calls), fire alarms and communication and security links between the two facilities. Their time and expertise were freely donated. The successful transition of the dispatch function to the Police Station would not have been possible without their selfless contribution.

Respectfully submitted,

Wayne Klocko, Chairman

Diane Jurmain
Craig Schultze
Patrick Sheehan
Jon Wine

Cathy Macinnes, ex officio
Chris Soffayer, ex officio
Rick Barrett, ex officio
Kim Borst, Secretary

ANNUAL REPORT OF THE PLANNING BOARD

The Planning Board administers the division of land, subdivision control, and zoning in an effort to accommodate long-term growth, maintain the positive aspects, and work to mitigate or eliminate the negative aspects of land in Millis. The Board is charged with administering the State's Subdivision Control Law, the local zoning by-laws and the land subdivision rules and regulations. The Planning Board also makes recommendations to the Board of Selectmen on Zoning By-Law amendments.

The Planning Board consists of five members and one associate member. In 2016, Ms. Catherine MacInnes, after serving as a long-time member of the Planning Board, resigned her position after being elected as Selectman. Mr. Richard Nichols, former Associate Member, became a member of the Planning Board and the Board welcomed Mr. Carlo Molinari as Associate Member. The Board wishes to thank Ms. MacInnes for her lengthy tenure on the Planning Board. She was a dedicated, valued, knowledgeable member of the Board and she will be greatly missed.

Throughout 2016, the Planning Board conducted statutorily required public hearings and continued public hearings on various applications and proposed projects (special permit/site plan review applications, etc.); informal discussions with individuals, including attorneys, architects, and engineers regarding land located in Millis; consistent review of existing zoning by-laws and subdivision rules and regulations for conformance with State statute and revisions as necessary. The highlights included the approval for construction of a Tractor Supply Co. retail store on Main Street and an assisted living facility called "Dover Road Residences" on Dover Road/Bridge Street. A modification to a Senior Residential Community Development Special Permit at Glen Ellen Country Club was approved. Numerous 81-P Plan applications (Subdivision Approval Not Required) were reviewed and approved/endorsed by the Board.

Board recommendations approved at Town Meetings included, in part, changes to the zoning bylaws relative to illuminated signs and the creation and addition of an "Assisted Living Residences" bylaw.

Sincere thanks go to the former Town Administrator, Charles Aspinwall; the Selectmen and staff; Paula Dumont, Assistant Assessor; the Town's Building Commissioner, Mike Giampietro; Clerk Lisa Hardin and staff, Pat Sjogren and Kathi Smith; Fire Chief Barrett; Police Chief Soffayer; Madeline Yusna and all the fine workers of the Millis cable group, whose broadcast of our meetings continues to keep the residents of Millis informed; and, of course, the Board's most organized assistant, Camille Standley.

We especially want to thank all the residents who attend and participate in discussions at the Board meetings. We value and appreciate your comments.

Please visit our website for additional information including application forms, checklists, and regularly posted agendas and meeting minutes at: www.millis.net.

Robert Cantoreggi, Chairman
George Yered, Clerk
James McKay, Member
Camille Standley, Administrative Assistant

Nicole Riley, Esq., Member
Richard Nichols, Member
Carlo Molinari, Associate Member



Millis Police Department 2016 Annual Report

In 2016, the Millis Police Department continued to strive for excellence, and to serve our community in a professional manner. The members of the Millis Police Department, both sworn and civilian, demonstrated a tenacious dedication to our mission and commitment to the community. Although we faced formidable challenges, we answered more calls for service, took more reports, and made more arrests than in 2015. Ultimately, the year was a success marked by the opening of our new police station back in September.

Internally, the department has experienced numerous changes as well. Last year was a busy transition period for our department. In addition to handling our daily responsibilities for the Millis residents, the officers had the monumental task of packing, and moving our entire building into our new facility. They all did an outstanding job ensuring the move went off without a hitch. We had two new officers join the MPD family this past year, Officer Jason Gonzalez and Officer Sean Nelson. Both officers are a welcome addition to our proactive and community oriented department. In June, Chief Edison retired from the Millis Police Department. We wish Chief Edison and his family well in future endeavors. Chief Edison played an important role in facilitating the build of the new police station. We would like to thank Chief Edison for all his hard work and dedication.

In addition to the new facility this past year, we have been enhancing our ability to connect with the community. We take great pride in being transparent, and accessible to the community. We have implemented several programs over the last year for the residents of Millis. This year we did our first Toy Drive for families in Millis. In addition, we began holding “Town Hall” style meetings to address the questions and concerns within the community. We have developed partnerships with the Millis Public Schools, Millis Senior Center, Millis American Legion, Millis Public Library, and the residents of Millis. We are very excited to continue to build on those partnerships, as well as develop new ones as well.



As a profession, policing as a whole is on the verge of significant change. We are constantly looking at how we can better prepare and train our officers. We have been actively reviewing our policies and procedures, to provide the Millis community with the best services possible. We are actively working with our community to build and strengthen the relationships that will ensure we are a reflection of this community.

The Communications Officers continue to serve as the vital link between the community and the sworn members of the department. The dispatch center was responsible for handling 10,658 calls for service in 2016. In addition to those calls for service, the dispatch center responded to thousands of other walk in requests from citizens.

CALL TYPE STATISTICS

Restraining Orders	27	Alarm	320
Ambulance Request	523	Assault (Simple, Felony, Domestic)	11
Citizen Request for Services	253	Assist Other Agency	129
Breaking and Entering	24	Civil Complaint	5
Disabled MV	90	Disturbance & Disturbed Person	193
Domestic Abuse	43	Credit Card Fraud	61
Motor Vehicle Accident	183	Fire Alarm	71
Fire (Structure, MV, Brush)	112	Investigation	17
Larceny	49	Lockout MV	79
Lockout Building	79	Well Being Check	88
Motor Vehicle Stop	1295	Wires Down	14
Property Check	1757	Sexual Assault	1
Trespassing	6	Suspicious MV, Person, & Activity	648
Sudden Death	4	Suicide & Suicide Attempt	3
Vandalism	39	Youth Gathering	8
Missing Persons	13	Court Process Service	132

Every year police departments across the commonwealth face new challenges, for 2016 those challenges were diverse, and brought out the very best of our police department. The level of support displayed by the citizens of Millis towards their police department is best described as outstanding. I could not be prouder of the members of the department for the manner in which they conduct business on a daily basis.

While all of us appreciate the relative safety of Millis, the reality of the world today brings with it societal challenges that need to be faced. We must be prepared to respond to those challenges in a manner that respects and ensures the rights of our free society while protecting us from those who would do harm.

CUSTODY STATISTICS

Protective Custodies	22
Assault & Battery Dangerous Weapon	1
Operating Motor Vehicle with a Suspended License	6
Warrant Arrests	34
Domestic Assault and Battery	7
Operating Under the Influence	25
Possession of Class A drug	5
Possession of Class E drug	1
Receiving Stolen Property	2





MILLIS POLICE DEPARTMENT STAFF

Chief Christopher J. Soffayer

Sgt. William Dwyer Sgt. Kristopher Maxant Sgt. Nicholas Meleski

Ptl. Peter Opanasets	Det. Domenic Tiberi	Ptl. Paul Smith
Ptl. Paul Adams	Det. John Shearns	Ptl. Dale Bickford
Ptl. Corey Volpicelli	Ptl. Craig Thompson	Ptl. Jason Gonzalez
	Ptl. Sean Nelson	

Permanent-Intermittent Officers

Ptl. James Lopez

Communications Officers

Robin Cahill
Paul Kearns
John Godino
Matthew Sullivan
Evan Puopolo

Crossing Guards

Peter Falzone
Claire Gorman
Joanne Monroe
Robin Pitman

Department Assistant

Tracy Leavitt

Respectfully Submitted,
Christopher J. Soffayer
Chief of Police

REPORT OF THE MILLIS RECREATION DEPARTMENT

The Millis Recreation Department publishes program brochures for Fall, Winter, Summer and Spring courses and registrations are always open. Fees charged for programs cover the cost of materials, pay salaries and help defray other costs. The Recreation Department is completely self-supporting. The Recreation Committee consists of appointed members who are working to better your community.

Our Motto is: Be Fun, Give Fun, Have Fun



Recreation Committee and Volunteers: Mike Banks, Steve Cassidy, Shannon Graham, Deb Juhl, Judy Malouf, Pam Mustard, Paula Norton, and Susan Vara.

Your Recreation Department is successful because of the cooperation between the department and the Town Administrator, Board of Selectmen, School Department, Veterans Memorial Building staff, Police and Fire Department, Public Works Department, the Millis Public Library, and local businesses. A well-deserved thank-you also goes to the many volunteers and professional involved with the Recreation programs that are so generous with their time and talents. The Recreation Department also helps to support the students with their Community Service hours. The Recreation Director, Kris Fogarty was nominated by the Massachusetts Recreation and Park Association for Community Professional of the Year. The Department also successfully implemented online registration to better serve the community.

A sample of typical programs available through the Millis Recreation Department follows:

Pre-school: Soccer, T-ball, Toddler Playgroup, Karate, Yoga for Moms & Tots and Songs, Rhymes & Games, Swimming Lessons, Mommy and Me Music, Dance and Tumble, Ballet, Ice Skating Lessons, Messy Mixtures, Mini Sports and Gymnastics

Youth: Archery, Blast Babysitting, Junior Volleyball, Paintball Trips, Dodgeball Tournament, Run for your Life, Golf Lessons, Performing the Arts, Karate, Basketball, Basic Drawing & Cartooning, Tennis Lessons, Home Alone Safety, Horseback Riding, Learn to Skate, Nashoba Valley Ski and Snowboard Lessons, Kids Self Defense, Healthy Cooking for Kids Classes, Kung Fu, Floor Hockey, Soccer, Summer Park Camp and Weight Training, Swimming Lessons, Swim Team, Summer Camp and Gymnastics.

Adults: Adult Bowling Night, Basketball, Cooking Classes, CPR Course, Evening Boot Camp, Golf Lessons, Hiking Club, Ladies Night Out Specials, Learn to Draw, Nutrition/Wellness Series, Paint and Sip, Photography, Self Defense, Stage Home to Sell, Tennis Lessons, Volleyball, Yoga.

Trips and Special Events: Adult Bowling Night, Carnival, Cemetery Stroll, Father's Day Fishing Derby, NYC Trip, Mother of the Year Contest, Annual Easter Egg Hunt, Santa's Holiday House, Snowflake Dance, Splash Day, Summer Concert Series and Halloween Touch a Truck, Traveling Santa Visits

Kris Fogarty
Recreation Director



Millis School Committee 2016 Chairman's Report

The Millis School Committee's membership did not change this year. Mr. Marc Conroy was re-elected to a three-year term.

The Superintendent, administration, teachers and support staff continue to provide a high level of education at one of the lowest per pupil expenditures around. It is a credit to the "small school, big family" culture which helps students thrive.

Fiscal constraints will always play a role in local education, as state and federal aid is often dependent on economic conditions. With a limited tax base town wide, unfavorable economic conditions often have a larger impact than in other towns. Our administration and teachers continue to excel, despite space and fiscal limitations.

In an effort to address our facility needs, the School Committee and the Elementary School Building Committee presented to the residents of Millis the results of a feasibility study at the Clyde F. Brown Elementary School. The proposal to fund the construction of a new elementary school will be voted on by the town in May 2017. The new building will not only address the infrastructure needs at Clyde F. Brown, but will also allow for the fifth grade to be brought back to the elementary school and enhance the overall educational environment to align with project based 21st century learning.

Our district continues to progress by implementing technology into blended learning, with an emphasis on one to one learning. Each student is a unique and a valuable asset to our district. We will continue to strive to make educational improvements in all areas of learning, but especially in STEM (Science, Technology, Engineering and Math) as space and fiscal constraints dictate. Our Spanish Immersion program continues to thrive and we continue to expand Spanish learning to our youngest students via our FLES program.

Most important to a great education is for parents to be heavily involved in the schools, and your child's education. School buildings and teachers alone, do not educate our children.

Sincerely,
Marc Conroy, Chairman
Steven Catalano
Sean Doherty
Denise Gibbons
Jennifer Soule

SUPERINTENDENT OF SCHOOLS

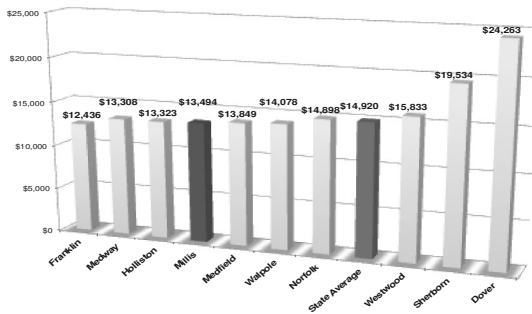
Small School, Big Family

Millis Public Schools 2016 Annual Report

A viable democracy with an informed citizenry is founded on strong public education. As a high performing district in the highest performing state in the nation, the Millis Public Schools provide a very high quality of education. Due to our exemplary programming and instruction, we continue to have visits from educators around the United States and Europe who wish to study innovative programs such as Spanish Immersion, Elementary Foreign Language instruction, promoting 21st century skills through blended learning in all grades, the early childhood Tools of the Mind program, an exemplary secondary Fitness program, and project-based engineering design integration throughout the grades.

Quality of life, civic health, economic growth and maintaining property values all depend on good schools. The Millis Public Schools prepare students well for higher education and careers as well as for responsible global citizenship and stewardship of our planet. With a 2015 per pupil expenditure of \$13,494, one of the lowest in the region, \$1,426 lower than the state average, we must be creative in how to meet students' needs. We have done so with a targeted vision, creative programming, personnel reorganization and, especially, by creating a collaborative culture in which staff connect well with students, go the extra mile, and focus on developing the skills and attributes that lead to success in 21st century life.

FY 15 Per Pupil Expenditure- Surrounding Towns



*FY2016 figures not yet available

Moreover, we continue to work in collaboration with Millis Police and Fire Departments to ensure the safety of our students. Our School Safety Task Force meets frequently with Millis Police and Fire Chiefs and our School Resource Officer, to discuss and improve our emergency response protocols. Millis is at the forefront of implementing

best practices that integrate coordinated responses from public safety departments with the school department.

Recent important awards and initiatives are:

- One hundred percent of our students participate in community service. We consider civic awareness and engagement to be essential for students.
- Millis High School was recognized for the second year in a row as an AP Honor Roll District, one of only 25 in Massachusetts and of 433 across the U.S. for increasing access to Advanced Placement courses while simultaneously increasing the percentage of students earning score of 3 or higher on AP exams.
- Ninety three students in Millis High school took over 149 AP exams in 2016 with over 80% of those students scoring a 3 or higher on at least one of their exams.
- At Clyde Brown Elementary, the Kindergarten and Pre-School programs have been recognized nationally as a Northeast Regional Demonstration Site School for Tools of the Mind programming.
- Class of 2015 had the highest AP Equity and Excellence percentage of 48.4% - This is the percentage of the class that received an AP score of 3+ on at least 1 AP exam
- In the Class of 2016, 68% of students have met the initial criteria for a Koplik Certificate of Mastery which provides free tuition to any Massachusetts public college or university. To qualify, students must score at least Advanced in one MCAS exam and Proficient or higher in the other two exams (Students with the top 25% MCAS scores in the school will receive John and Abigail Adams Scholarships).
- Our Millis-Hopedale Football Team won the Super Bowl State Championship for our division and Girl's basketball was a state finalist. Boy's Volleyball won a league championship.
- Dana Olson was honored by the Patriots as Coach of the Year for Football and Dave Fallon was selected a MIAA State Girls' Basketball Coach of the Year
- Students in Kindergarten through grade 12 now received Spanish instruction and approximately 40% of our students enroll in Advanced Placement Spanish and pass the college level test. By starting early, children learn easily and naturally while developing cultural awareness and respect.
- At the Middle School, Robotics increases application of Math and Science skills in real-world scenarios and piques students' interest in the field of Engineering.
- Anne Valuzzi and her third grade students presented on using video and green

screen for project-based learning at the statewide MassCUE Conference 2016.

- K-5 teachers also integrate Engineering and creative problem solving into the curriculum. Students learn real-world skills while making things that solve problems and adapting them through the creative Engineering Design process.
- All three Millis schools, as official International Spanish Academies, have received top awards in the Spanish government's School of the Year competition with over 100 entrants from the US and Canada.
- Millis has twice been recognized as a district that provides "a very strong return on investment according to the Center for American Progress, a public policy research organization.
- Our students have earned several Regional Emmy Awards for their video productions. The annual Lights, Camera, Action Conference hosted in Millis that is entirely put on by the students under the direction of Danielle Mannion. Other students have won competitions and awards for Public Service Announcements. Our New Media/TV Production program is one of the finest in the New England region and many students from Millis go on to major in this area at the university level.
- Millis High School continues to be recognized as one of the Top High Schools in the United States each year as determined by the Washington Post, Newsweek magazine and US News and World Reports, in the top 5-6% of schools nationwide.
- 95% of our Middle school students and 81% of our high school students are engaged in extra curricular activities. 75% participated in school sponsored athletics last year.
- We strengthen social-emotional skills and student wellness through the Open Circle and PBIS (Positive Behavioral Supports) programs at the elementary level, a peer leadership program in the Middle School, the DARE program, and through curriculum connections and discussions throughout the grades. At the High School level Advisories cultivate student leadership and a respectful culture.

Other Indicators of Success

Recent research indicates that character attributes such as perseverance, grit, curiosity and interpersonal skills are better indicators of success in life than standardized test scores. (Paul Tough, 2012, *How Children Succeed: Grit, Curiosity, and the Hidden Power of Character*.) In Millis these character attributes are a focus for development alongside academic skills. Some data that supports the effectiveness of our focus on developing these attributes:

- Ninety one percent (91.2%) of the 2016 graduating class went on to higher education, 76% to four-year colleges, and over 84% are accepted at competitive colleges and universities.
- A very high percentage of our students (90%) take the SAT tests and score above the Massachusetts and national averages.
- Many 2016 graduates were accepted in one of the top two categories of colleges - Most Competitive or Highly Competitive, according to Barron's ratings. A sampling of those schools includes: Brandeis University, Bentley University, Clark University, Colby College, College of the Holy Cross, Connecticut College, Emerson University, Emory University, Fordham University, Northeastern University, University of Rochester, University of Virginia and Villanova University.
- All of our seniors are required to complete extensive Senior Projects with adult mentors from the community and with a focus on giving back to the community.
- We have a 96.1% attendance rate, which roughly translates to fewer than four students per grade level being out on any given day. Family partnerships are key to high student achievement.
- Other crucial aspects of a Millis education are the personalized instruction and learning that we are able to provide due to our small size and caring staff. Small Schools, Big Family is a motto that we live by! Hard work and perseverance are proven to be critical factors in one's success in life and we specifically develop these attributes through challenging and supporting all students to become self-directed learners, athletes, leaders and community contributors.

MCAS Highlights

Even though there are many other indicators of student achievement and growth on which Millis students do well, the state MCAS test remains the most widely reported. Massachusetts is the highest scoring state in the United States on the NAEP (National Assessment of Educational Progress) test, of which Millis has been a participant. In fact, when Massachusetts students are tested on international tests such as the PISA test, they perform nearly as well as the highest performing nations in the world even though we assess everyone and do not track students early toward "non-college" options.

On average, Gr. 3-10, 76% of Millis students scored in the top two categories on MCAS (Advanced and Proficient) in 2016 English Language Arts compared with 69% statewide.

In Math, 71% of Millis students scored in the top two categories compared with 60% statewide.

In Science Millis exceeds the state average by 11%, 65% In Prof and Adv. vs. 54%

COMPREHENSIVE PROGRAMS AND EXTRA- CURRICULAR ACTIVITIES

Many of our students achieved recognition for their academics, extra-curricular involvement and leadership:

- Madison Riley received the Massachusetts Association of School Superintendents Certificate for Academic Achievement for Millis for excellence in academics and leadership in co-curricular activities and in the community.
- Taylor White and Maggie Gillis received the National School Development Council Award for Academic Growth and Student Leadership.

The Millis Public Schools offer a comprehensive educational experience with some outstanding programs. The number of students participating in Band, Marching Band and Chorus are increasing. The drama and dance programs are growing in numbers and present two or three productions each year, giving our students great opportunities for creative self-expression. The strong collaboration between the Millis Theater group and the Millis Schools ensures dramatic experiences of a high quality are open to Millis students. Terpsichore, the Millis School Dance Club, produced the fourth annual Nutcracker performance with expanded performances and different casts ranging in age from 3-18, an event that unites the town of Millis.

Student awards for Band for 2016 are:

- 2016 John Philip Sousa Award: Willem Thum
- U.S. Marine Band Award: Emily McCabe
- Determination Award: Tyler Telesford-Wood
- Band MVP Award: Ryan Conry
- Musicianship Award: Jonathan Weir
- Class of 2016 Music Award: Jonathan Weir

Chorus Awards for 2016 are:

Middle School Awards- 8th grade outstanding chorus student - Lauren Taylor
Eastern Junior Districts Chorus - Lauren Taylor

2016 High School Awards-

- National Choral Award - Jessica O'Reilly
- MVP - Gretta Hoglund
- Musicianship: Nicholas Steiner
- Determination: Hannah Finley
- Excellence In Chorus: Noah Day and Justin Matthews

Notable High School Art Achievements:

- 2017 Art All State Nominees are Cassandra Ford and Pauliny Smith
- Scholastic Art and Writing Gold Key recipient - Adriana Argulio Gutierrez

- Scholastic Art and Writing Silver Key recipients - Adriana Argulio Gutierrez, Emma Murphy (2 Keys) and Johanna Carr
- Scholastic Art and Writing Honorable Mentions - Emma Murphy and Johanna Carr

National Art Honor Society Members in 2017:

- Christine Reggio
- Johanna Carr
- Emma Murphy
- Janie Truchon
- Cassandra Ford
- Jessica Wagner
- Amelia Alger
- Kristen Luppino
- Sarah Wenzel
- Julia Krauss
- Margaux D'Aprile

The Millis AP Studio Art/Art II won an Art Challenge by RISD Art Professor, Clara Lieu.

Our TV/New Media program is one of the most highly regarded in New England and even the US! These students won awards in 2016:

- 2016 Five Minute Documentary Challenge: Salem Film Festival and Honorable Mention Boston/NE National Academy of Television Arts & Sciences Short Form Documentary Category - Jacob Metzger for *Can't Touch This*
- 2nd Place League of Women's Voters Contest: *Lucky Kate PSA* by Allie Smith & Lydia Flaherty
- Winner: Mass YouTube Burn Awareness Competition- *It's Not 1940* by Madeline Pudelka & Maggie Stefanowicz
- *Fire Safety Song* by Parker Nathans was a Top 5 Finalist in Mass YouTube Burn Awareness Competition

Several programs such as Robotics and Destination Imagination augment students' educations by developing problem solving and creativity as well as technical skills.

Our Youth in Government program won, for the second year in a row, recognition as the premier delegation in Massachusetts. James Schultz was awarded outstanding cabinet member and Grace Steeves won the award for outstanding house bill.

Spanish Immersion and FLES

The Spanish Immersion program is unique in that students from English speaking families are taught in a 100% Spanish environment and gain native fluency in the same way that native speakers do. They learn the core academic content through Spanish in grades 1-5 and continue learning and refining the language in elective courses throughout the middle and high school years. Due to the benefits of early language learning, students become fully bilingual and score higher on MCAS in all subjects than their non-Immersion counterparts. There are only two full 100% Spanish Immersion programs in the state, attracting families that value foreign language learning and cultural fluency and those that recognize that speaking another language adds great cognitive value and skills for the 21st century global economy.

All three Millis schools have placed in the School of the Year Award competition for the US and Canada sponsored by the Spanish government and Santander Bank. Each school has earned the official International Spanish Academy designation which certifies that our Immersion students have achieved proficiency in Spanish and able to attend Spanish Universities.

We have implemented a Foreign Language at the Elementary School (FLES) program in which students from Kindergarten through Gr. 5 learn Spanish one period per week. In Grade 6 Spanish becomes a core academic course that all students have daily. Our outstanding AP Spanish results and the anecdotal evidence that many students continue on with their studies and careers with an international focus, are a testament to the high quality of instruction in Millis.

Athletics

Inter-scholastic athletics is another strength of the Millis Public Schools. Over 75% of all high school students participate in at least one sport. Teams have enjoyed extraordinary success in the past few years with several state championships.

Millis Athletics continues to compete at a high level not only within the league but at the state level as well. Our boys' football team won the state championship Super Bowl this year in our division. The girls' basketball team was sectional champion and went on to the state finals. Boys' volleyball was a league champion. The girls' softball team, boys' baseball, boys' basketball, boys' soccer and girls' soccer teams also qualified for the state tournament. We also had state competitors do well in cross country, indoor and outdoor track, alpine skiing, girls coop ice hockey and girls coop gymnastics.

2016 Sport all-stars included: Katy Golden Girls Basketball; Merry Curtis Alpine Skiing; Carter Burruss, Matt McCarthy Boys Volleyball; Carly Wenzel and Abby Pyenson Softball; Jessica Wagner, Alexi Vaillencourt Girls Soccer; Dan Fallon, Bryce Latosek, Kurt Hopkins, Jack Moriarty, PJ Adams Football; Dan Fallon TVL Lineman of the Year. All Scholastic Honored Athletes: Matt McCarthy for Boys Volleyball

Head Coach Dana Olson received Division 4 Coach of the Year as well New England Patriots High School Coach of the Year. Dave Fallon received the MIAA Statewide Girls Basketball Coach of the Year Award.

HIGH QUALITY STAFF

The quality of teaching is the main determinant influencing student achievement. Millis's greatest strength is the quality of our teaching team. Each year we hire and retain the highest qualified and dedicated staff possible. We have been able to reduce Millis's student-to-teacher ratio to 13.1 to 1 by preserving staff and cutting expenses wherever possible. This ratio, which includes all Special Education and Unified Arts specialists, is now equal to the state average. A highly qualified and dedicated teacher is the most important determinant of a student's learning in school.

MISSION AND VALUES

The Millis Public Schools have a laser-like focus on improving student well being and learning. To accomplish this we, for the past ten years, have adhered to foundational values and have deepened our focus and implementation rather than jump from initiative to initiative. Even so, we are at the forefront of implementing innovative practices and strategies that enable our mission and vision. Educational research supports this approach.

Our Vision

The Millis Public Schools are respected for high academic standards, committed to social responsibility, and dedicated to educating and inspiring every student to achieve personal excellence.

Our Mission

The Millis Public Schools Community is firmly committed to developing students as independent, lifelong learners and leaders who will contribute to a changing and complex society.

Overarching Personalized Learning Goal

In Millis, we honor each student as an individual learner, recognizing that each student has his or her own learning styles, interests, passions, challenges to learning, strengths and skill levels. We engage, support and challenge all students through varied instructional approaches that help students take ownership of their learning. Students are afforded voice, choice and flexibility in how they learn and are allowed to demonstrate their understanding in various ways to improve student well being and ensure that they are "future ready".

The Millis Public Schools serve the community and our students well but we are always seeking to improve quality and cost-effectiveness. We take a very personalized approach to meeting the needs of our students and their families and truly try to fulfill the motto of "Small Schools, Big Family". The recognitions our schools have received are a credit to students, parents and staff. In addition to those accomplishments awards, we also recognize there are many areas in which we can continue to improve. Thus, our resolve remains, to do "whatever it takes" to ensure the academic achievement, character development, and social/emotional well being of our students and to continue to reach out to the community for the benefit of all. Millis is a wonderful community with many assets, the most precious of which are our children. I enlist your support and welcome your input to ensure that they grow to their fullest potentials. I look forward to meeting and hearing from you.

Respectfully submitted,

Nancy L. Gustafson
Superintendent of Schools

District Curriculum, Assessment and Professional Development
Annual Report 2016

The Millis Public Schools is committed to the education of our students. Our continuing goal is to provide personalized learning to meet the individual needs of our students and provide them with the tools to become independent learners. In today's world, we understand the importance of providing students with the skills they will need to be effective, contributing members of society. The skills necessary include their ability to communicate effectively, to collaborate with others, to be critical thinkers, and to be creative, effective problem solvers. We believe that we can accomplish this in Millis with our dedicated teachers and supportive community. The technology in our schools is robust with students in grades 8-12 having personal iPads that allow them to access information 24/7. Students in K-7 have access to devices within the school day. Our students are digital natives and they learn best when they have access to online media. This access allows teachers to better personalize the learning for each student.

We continue to implement standards based report cards in our district. This year, we have implemented them in grade 5 and are in the process of planning for grade 6. We believe they are an enhanced way to communicate with families as to how well their children are doing in acquiring skills. "Average" grades by subject area but did little to inform students and parents as to the growth in the specific skill areas. The new cards break down the subject areas into key skills and rather than "averaging" grades give students and their families specific information as to whether or not the student has met that standard. This new report system has required teachers to look differently at their instruction, assessment and communication. The focus is less on a particular unit of study but rather on skill practice throughout the year. Yearlong assessment means teachers can break skills down into manageable sets for students to learn best. As the year goes on and the goals become more complex, our commitment is to provide families with accurate information regarding their child's continued understanding.

Professional development is a key component of improving instruction in the Millis Public Schools. Our teachers are committed to being life long learners. Through our "Professional Learning Communities", the teachers continue to work collaboratively in teams with a primary focus on teaching and learning. The teachers are using data to inform their decision-making and thus improve instruction. Our focus continues to be personalized learning. We have convened a committee, *Blended and Personalized Learning Leaders*, with a focus on deepening our commitment by developing a roadmap to outline how we expect to achieve our goals. We continue to provide our staff with the support, supervision, and professional development necessary for them to be equipped to meet the individual needs of our students. We are very fortunate to afford our staff the opportunities to enhance their teaching skills through our in-house professional development workshops and by attending workshops outside the district.

As always, we continue to look for ways we can enhance and enrich the learning experience for the students of Millis.

Respectfully submitted,
Joan E. Lynn
Director of Curriculum

Educational Technology Annual Report

In Millis, we honor each student as an individual learner, recognizing that each student has his or her own learning styles, interests, passions, challenges to learning, strengths and skill levels. We engage, support and challenge all students through varied instructional approaches that help students take ownership of their learning. Students are afforded voice, choice and flexibility in how they learn and are allowed to demonstrate their understanding in various ways to improve student well being and ensure that they are “future ready.”

~ Adapted from the Personalized Learning Foundation

Technology continues to transform Millis classrooms into teaching and learning environments that are personalized for each student, that promote critical thinking and problem solving skills, and that prepare our students for living, learning and working in the 21st Century. Thanks to the continued leadership and vision of the administration, the district’s dedicated and skilled teachers, the school committee, and continued support from the community, the Millis schools were able to meet many technology goals for 2015 -2016 that will continue to help transform our classrooms.

Technology highlights 2015 - 2016:

- The new Millis Public Schools’ website is now live. We expect the design consistency for all 3 schools and the district site will make it easier for users to navigate the sites and for the information to be more accessible across all devices. In addition, a new Mobile App that links directly to information on our website has been made available to the students, staff, parents and the public. It displays the most relevant and frequently accessed information from our website in a convenient, easy to use format on mobile devices.
- Millis is making extensive preparations to be ready as Massachusetts moves toward online high-stakes testing. Beginning in the Spring 2017 all Millis students in grades 4 and 8 will take the “next-generation” Math and ELA MCAS tests online. Last year’s major upgrade to our wireless network puts us in a good position for a successful and secure testing environment.
- When our Class of 2016 seniors graduated in June the Tech Services department collected their iPads with the intent to reimage them and then deploy them at the Clyde Brown Elementary School. Tech Services was able to reimage 80 of those iPads, which are being used for math, reading, and writing.
- An ongoing district goal is to expand opportunities for students to learn coding to both write computer programs and to understand how coding works. Beginning with our participation in the annual global event, *Hour of Code*, the district is providing our students with more frequent and more challenging coding options. At the Clyde Brown Elementary School students participated in coding activities using *Kodable* that teaches some fundamental computer programming concepts so that our youngest students learn how to code so that a character can successfully navigate through a maze. Our fourth grade students participate in a 6-week coding unit using *Scratch*. Classes in the middle and high schools are using *Swift Playgrounds* to learn how to code. The coding challenges students’ problem-solving skills and logic by asking them to write code that

will help characters collect artifacts, as well as navigate mazes and portals. Robotics programs are expanding at the middle and high schools. Students find building robots and then developing the code to control them both challenging and fun. Robotics is another great way to introduce coding skills to our students. Beginning to understand how robots are programmed helps to demystify the complex technologies used in today's world like robot-assisted surgery, robots for space and underwater exploration, robots in the military, robots to investigate hazardous and dangerous environments, drones, etc.

- A district-wide goal is to *personalize* the learning experience for every student in our district. To help reach that goal, district administrators took a Blended Learning Leadership course together over the past year. Blended Learning is an educational model that combines online learning, the use of digital tools, and traditional classroom strategies with the objective of engaging students and also providing them with more control of their learning. The focus of the Millis administrators in the course was to develop a detailed action plan to use Blended Learning to *personalize* the learning experience of our students, where students are provided with opportunities of voice, choice, and flexibility to take ownership of their learning.

Sincerely,

Kay Tessier
Director of Educational Technology
Millis Public Schools

OFFICE OF STUDENT SUPPORT SERVICES ANNUAL REPORT 2016

The Mission of the Office of Student Support Services is to protect the rights of students found to have disabilities that impact learning. This office is charged to provide comprehensive and high quality services to students with learning difficulties; these can address students' academic, social and/or health needs for students age three to twenty-two. Specific services may include specialized instruction in academic areas, and related services such as speech and language therapy, occupational therapy, physical therapy, psychological services, school adjustment counseling, crisis intervention training, special education evaluations, behavioral interventions, and nursing care.

Related services are provided within all Millis Public Schools to address identified special needs and to support student participation in the general education curriculum in Millis Public Schools. Therapists and special education teachers work with the students both in the general classroom and in small group settings. Teachers and specialists coordinate services and collaborate regarding student needs on a regular basis. A district-wide school psychologist is available to provide in-depth assessment, interventions with students and to consult with teachers regarding student mental health issues. In addition, a team of paraprofessionals provides essential educational and social-emotional supports to students across settings and district wide. School Adjustment Counselors meet with individual students, small groups, whole classes, parents and teachers. The counselors are able to problem solve with students in order to support students in all educational settings.

The Millis School District, in accordance with state and federal laws, remains committed to the principle of including students with disabilities to the greatest extent possible, within the general education classroom in our schools, this principle requires strong collaboration among general education teachers, special education teachers, therapists, counselors and paraprofessionals. Further, an increased focus on a "universal design for learning" and personalized learning in our schools, provide frameworks that enhance the accessibility of the curriculum for all learners. In an effort to further Millis Public Schools capacity to provide an excellent education for all learners, each school has developed an action plan to develop a tiered system of supports (TSS). Given this strong instructional support intervention system to accommodate students' learning needs within the general education classroom, the referrals for an evaluation to determine special education eligibility continue to be appropriate. In order to increase MPS' capacity to meet the needs of a more diverse student population, a significant amount of the professional development resources for the Office of Student Services, have been focused on addressing the needs of students with social/emotional disabilities by professional and paraprofessional staff members.

Millis Public Schools strives to educate students with disabilities in the least restrictive environment (LRE) frequently developing practices to keep students in home schools here in Millis. Through membership in the ACCEPT Metrowest Education Collaborative and TEC Collaborative, services are provided to students with low incidence disabilities. In addition, both Collaboratives provide programs, personnel and consultation services and professional development to instructional personnel to member communities to increase our capacity to address the diverse needs of our students.

The Office of Student Support Services ensures that the district complies with mandated special education laws and regulations. On-going training has been presented in the area of designing and implementing Individualized Educational Plans (IEP), particularly in regards to making accommodations and modifications in the classroom in order to support all types of learners. Procedures and regulations are reviewed regularly, hence keeping special education personnel and general education personnel informed of all administrative advisories and changes to the laws and regulations. During 2016, administrators and staff have spent time preparing for the Massachusetts Department of Elementary and Secondary's Office of Public Monitoring Coordinated Program Review

of Special Education, Civil Rights and English Language Learner Education schedule for the Spring of 2017, by conducting case record reviews and completing document submissions, as well as updating and documenting special education processes and procedures.

Millis Public Schools strives to provide educational programs that address the needs of all students. Opportunities for inclusion continue on all levels with most students receiving services in the general education classroom. The supportive and nurturing environment of Millis Public Schools makes it possible for students with learning challenges to reach their full potential.

Respectfully submitted,
Sue Anne Marks Ed.D.
Director of Student Support Services

Enrollment / Retirements

- 504 students enrolled in Grades PreK-4 (as of 10/1/16), which represents a decrease of 24 student from 2015-16 due to enrollment trends
- Retirements – Mrs. Marianne Lejsek, Library paraprofessional; Mrs. Suzanne Curran, paraprofessional

Clyde F. Brown Home and School Association

- Monthly meetings – second Wednesday of each month
- HSA provides curriculum enhancement events for each grade that expand learning for all students
- Family events sponsored at CFB connect families with the school community, and include: Kindergarten and PreK Socials, Family Fun Nights, Ice Cream Socials, Family Movie Nights, and Scholastic Book Fair events
- Book give-aways for students following the Book Fair events continue to inspire student love of reading
- Support community communication by compiling and distributing the CFB School directory to all families at CFB; this was accomplished as an online endeavor for SY 2016-17 in efforts to remain as “green” as possible by minimizing the use of paper
- Promote school pride by offering CFB T-shirts and Spirit Wear clothing items
- The HSA Beautification Committee works to maintain landscaping in front of and around the school – their efforts make students and families proud to attend CFB and provide an important contribution to the community!

Literacy and Numeracy

- During SY 2015-16, CFB expanded instructional practices in literacy and mathematics by implementing the use of the web-based STAR Reading and STAR Math as benchmark assessments for students in Grades 1 through 4; the data collected by STAR assessments helps teachers in identifying student skill areas of competency and those needing direct instructional support.
- During SY 2015-16, CFB continued integration of writing into the curriculum, particularly in enhancing communication and expression in Social Studies and Science through writing
- CFB staff fully implemented standards-based report cards in all grades, PreK through 4, in the fall of 2016
- During SY 2015-16, CFB expanded the work previously done with *Multi-System Tiers of Student Support* (MTSS) in supporting learning for all students based upon their individual learning levels and the amount of personalized support that each student needs to meet with success in the classroom. Academic enrichment blocks were designed in Reading and Mathematics to expand learning opportunities for students seeking academic challenge. Additionally, Project-Based Learning (PBL) blocks were added to the curriculum for all grade levels; these blocks integrate Art and Technology learning within the grade level curriculum to provide all students with ways to access learning through a project-based format.
- Grades K through 4 continue to use the *Everyday Mathematics* program – CFB students in Grades 3 and 4 realized a percentage of 79% of all students in these grades scoring in the Advanced and Proficient categories on the 2016 MCAS
- Through affiliation with Tufts University, CFB teachers continue to add STEM (Science, Technology, Engineering and Mathematics) units to the existing curriculum which reinforce learning in literacy, Mathematics and Science

Technology Updates

- CFB has developed further expertise in STEAM (Science, Technology, Engineering, Arts, and Mathematics) learning as teachers seek to expand global learning by connecting with sister schools in Nicaragua and Spain - students on both continents simultaneously used dual languages (English and Spanish) to learn more about weather and climate on these continents.
- PreK and Kindergarten students use iPads as part of classroom instruction in literacy and Mathematics; these devices provide practical application of skill development as students work together in pairs and individually to develop learning skills through the use of technology.
- In Grades 1 through 4, carts of laptop computers and iPads provide students with opportunities to access information digitally as part of daily classroom learning
- Technology-based learning occurs in every classroom at CFB; teachers choose to expand their professional learning through coursework designed to promote more active use of technology in the classroom
- Daily learning is enhanced through the use of technology in problem solving, in researching information, and in peer-assisted and small group learning as students work together to use critical thinking in problem solving learning; students in younger grades use interactive whiteboard technology in whole class learning, while teachers of students in older grades design learning activities that use web-based technology in learning
- Students in Grades 2, 3 and 4 participate in completing some homework assignments online; during SY 2015-2016, our Reading Initiative expanded to include the use of student blogs to write descriptions about current reading and also serve as a “critics’ review” for future reading
- CFB staff encourage the use of “face time” via *Skype* on the computer with schools in Central and South America as a means to learn more about these cultures first-hand
- Communication between teachers and families is enhanced through apps like *ClassDojo* which allow teachers to message families with feedback about learning in the moment – much appreciated by our families!
- In the interest of striving to “go green”, communication at CFB continues to occur primarily via email and through community access to school and classroom websites

World Languages at Clyde Brown School

- Spanish Immersion program, Gr. 1 through High School, in its twentieth year
- ISA (International Spanish Academy) designation by the Spanish Department of Education
- *FLES* (Foreign Language in Elementary School) Program continues in all grades, Kindergarten through Grade 5, thereby providing all students at CFB with second language instruction – an accomplishment that is unique to Millis amongst all other local districts
- Evening classes and events highlighting the cultures of Spanish-speaking nations are offered for parents in the CFB community
- Cultural events connect the community: Immersion evening, Panama Culture Evening conducted by the Millis High School National Honor Society, Spanish Story Time at the Millis Public Library

Student Recognition

- CFB “Golden Bears” - students who demonstrate exemplary success in Taking Care of Yourself, Taking Care of Others, and Taking Care of the Environment – continue to be recognized on the bulletin board outside of the Main Office; these students serve as role models for all students seeking to be responsible and contributing members of the CFB school community
- Grade wide and school wide PBIS events recognize students for their success in citizenship – whole-school participation in broadening student awareness through events like Random Acts of Kindness Week and Anti-Bullying Awareness Week, along with our monthly Character

Education traits study (like Respect, Grit, and Honesty), help our students learn by example how to gain strong citizenship skills

- During SY 2015-16, CFB piloted a Peer Leadership Training Program which was designed to develop leadership potential of highly responsible third and fourth graders; the first group of CFB Peer Leaders began to work together, through their leadership, to help all students contribute to the culture of tolerance, respect, and empathy at CFB
- CFB Fun LAB, a K-4 after school academic enrichment program, was revamped in the fall of 2016 to offer students and families more options in taking part in courses like STEM problem solving, Science learning and literacy learning and projects

Respectfully submitted,

Jason D. Phelps, Principal

Millis Middle School
Annual Report
2016

The collaborative spirit, commitment to high quality teaching and learning, and positive student culture remained unwavering in the Millis Middle School throughout 2016. This year, changes were made to teaching staff in grade six mathematics and middle school art. The school continues to pride itself on a foundation of traditional values, with cutting edge technology and state of the art teaching strategies. Middle School teachers are well armed to deliver powerful and effective lessons using research-based methods for best outcomes. Blended Learning, Universal Design for Learning, a Tiered System of Support and Challenge, and our 1:1 iPad program support the advancement of Personalized Learning that allows students more voice and choice in the classroom. Teachers remain on the forefront of new developments in education and are committed to academic achievement and the well-being of the whole child.

- All teachers identify power standards from the Massachusetts Curriculum Frameworks and design solid curriculum to help students meet these standards; science teachers have begun to implement lessons designed to address Next Generation Science Standards.
- Grade five teachers implemented a Standards Based Report Card and grade six began identifying standards and developing proficiency scales for the 2017-18 school year.
- We continue to refine our Tiered System of Support and Challenge, with an increased focus on reading and enrichment in all content areas.
- Middle School teachers work with teams from Clyde F. Brown Elementary School and Millis High School to vertically align curriculum and teaching.
- Math teachers continue to collaborate with another middle school and teachers have attended professional development series offered at Framingham State by the Center for Teaching/Learning Mathematics.
- English Language Arts teachers continue to instill a love of reading and help children develop strategies to read challenging and complex informational text across the curriculum.
- Fifth grade students continue to participate in the Spanish FLES program during Unified Arts as an extension of the program at Clyde Brown.
- The DARE program in grade five begins our ongoing quest to keep our school drug-free. Our Unified Arts Health and Careers curriculum in grades six, seven, and eight continues to address social/emotional/intellectual and health related topics appropriate to keeping middle school students safe and on track for success.

Clearly, the middle school teachers work together to build knowledge, understanding, and critical thinking skills as students move through the grades. On the 2016 MCAS, our students continued to perform above the state average in English Language Arts and Math by the end of 8th grade.

- 77% of middle school students scored in the Advanced and Proficient categories in ELA, compared to 73% in the state.
- 71% of middle school students scored in the Advanced and Proficient categories in Math, compared to 59% in the state.
- 87% of 8th grade students scored in the Advanced and Proficient categories in ELA, compared to 80% in the state.
- 73% of 8th grade students scored in the Advanced and Proficient categories in Math, compared to 60% in the state.
- 8th grade students demonstrated particularly strong, above average growth in Math with a median growth percentile of 78%, as compared to 50% median growth in the state.

Millis Middle School continues to be recognized for integrating technology for learning. Technology enables our teachers to enhance and personalize learning, and it helps learners to develop communication, collaboration, creativity, and critical thinking skills.

- All teachers utilize itsLearning, our Blended Learning platform, to design powerful lessons.
- We continue to refine our 1:1 iPad program in grade eight and have expanded it to include grade seven. This year we provided increased access to both iPads and Chromebooks on carts in grades five and six.

The Middle School continues to identify and address factors that have an impact on student achievement.

- We continued a rotating schedule to address the variability in student engagement at different times of the school day.
- Teachers incorporate movement whenever possible, including a “Walking Classroom” pilot in grade 7 science.
- We continue to integrate the practice of mindfulness to help address the impact of stress and the social/emotional needs of middle school students.
- We build community and recognize student success through grade level meetings and Huddles. We also recognize students in grades 6-8 for academic achievement, following the first and second trimester, at an Honors Breakfast. One student from each grade is nominated for a Grit Award.

Research highlights the importance of positive school culture on student achievement. A survey of students and teachers identified core values such as respect, acceptance, kindness, creativity, and learning. Our focus this year has been on students’ role in our school community, the Millis Community, and the global community. A large majority of our students participate in sports, dance, theater, music, technology and other extracurricular clubs or activities, run by our dedicated teachers, who believe in supporting students interests and passions. Our 7th and 8th grade students fill in the majority of spots open on lower level sports teams, and in 2016 the Middle School fielded its own football team for the first time.

Finally, the Millis Middle School continues to utilize peer leaders in a campaign to deter bullying, which is supported through volumes of research. Our Student Leadership Team helps create a safe culture of tolerance and respect, and students look for opportunities to make a difference. Bullying is also addressed through direct instruction and daily reinforcement of appropriate behavior. This year, the Middle School again implemented the Massachusetts Aggression Reduction Center (MARC) anti-bullying curriculum. The themes of tolerance and acceptance are woven throughout the curriculum, in classroom lessons, all year long. Through a strong community of parents and teachers we can continue to successfully educate and guide middle school students to be “future-ready.”

Millis High School

Annual Report 2016

2016 was another successful year at Millis High School with both the school and students receiving recognition for academic, athletic, and social achievement. Millis High School was included on the *Washington Post's* 2016 list of Most Challenging High Schools in the nation. Millis High was also one of 18 Massachusetts high schools included on *Newsweek's* 2016 list of America's Top High Schools. For the second year in a row, the College Board recognized Millis High School on their 2016 Advanced Placement Honor Roll, for expanding opportunities and improving performance on Advanced Placement exams. Millis was one of only 433 schools in the United States and Canada, and one of only 25 schools in Massachusetts to be recognized. Following a 4-day visit by a team from the New England Association of Schools and Colleges (NEASC) in the fall of 2015, Millis High School received full accreditation from the organization in 2016. Ninety-eight percent of our grade 10 students scored at proficient or advanced on the 2016 MCAS English/Language Arts (ELA) exam and 93% scored at proficient or advanced on the 2016 MCAS Mathematics exam. For grade 9, 83% of our grade 10 students scored proficient or advanced on the 2016 Science, Technology, and Engineering (STE) MCAS exam.

In addition to school recognition of individual performance such as inclusion on the quarterly honor roll and induction in National Honor Society, Millis High School students also received state and national recognition for academic achievement. Twenty-two members of the Class of 2017 have received John and Abigail Adams Scholarships for their outstanding performance on the Spring 2015 MCAS tests. Seventeen Millis High School students were recognized as AP Scholars by the College Board. Rio Calais and Eleni Lazarides qualified for the AP Scholar with Distinction Award by earning a score of 3.5 or higher on all AP exams taken and scores of 3 or higher on at least five exams. Katherine Golden, Riane Hunt, Madeline Hurwitz, Jessica O'Reilly, Rebecca Simpson, Elsie Slowe, and Abigail Wine qualified for the AP Scholar with Honor Award by earning an average grade of at least 3.25 on all AP Exams taken, and grades of 3 or higher on four or more of these exams. Caroline Denman, Timothy Kane, Amardev Khalsa, Ross Liebert, Lyntessa May, Emily McCabe and Valeska Vieira of the Class of 2016 and Amanda Busa of the Class of 2017 all qualified for the AP Scholar Award by completing three or more AP Exams with grades of 3 or higher. Eighty percent of all Millis High School students who took AP classes scored 3 or above on their exams. During the 2015-2016 school year, 93 students took AP courses, the highest number in the school's history. 51.1% of the Class of 2016 took and passed an AP course (passing=3 or above on the AP exam) at some point during their high school career.

Extracurricular activities continue to be a vital part of Millis High School. For the 2016-2017 school year, student clubs and activities include ACS Chemistry Club, Amnesty International, Art Club, Common Ground, Debate Club, Drama Club, Drum Circle, Gaming Club, High School Book Group, Jazz Ensemble, Leo's Club, National Honor Society, Peer Leadership, Robotics Club, Rubik's Cube Club, School Newspaper, Science Society, Students Against Destructive Decisions (SADD), Student Council, Terpsichore (Dance Club), Woodworking and Yearbook. Over 75% of our students are involved in at least one extracurricular activity with many involved in multiple clubs. These clubs and activities reflect the varied interests and diversified talents of our students and staff.

Millis Athletics had a successful year not only within the league but at the state level as well. 2016 brought us two sectional champions: football and girls basketball. We also had one state finalist: girls basketball; and one state champion: football. We had two league champions: football and boys volleyball. Teams qualifying for the state tournament in 2016 were: boys basketball, girls basketball, boys volleyball, softball, baseball, football, boys soccer, and girls soccer. We also had state competitors do well in cross country, indoor and outdoor track, alpine skiing, girls coop ice hockey and girls coop gymnastics.

2016 Sport all-stars included: Katy Golden girls basketball; Merry Curtis alpine skiing; Carter Burruss, Matt McCarthy boys volleyball; Carly Wenzel and Abby Pyenson softball; Jessica Wagner, Alexi Vaillencourt girls soccer; Dan Fallon, Bryce Latosek, Kurt Hopkins, Jack Moriarty, PJ Adams football; Dan Fallon TVL Lineman of the Year, Head Coach Dana Olson received Division 4 Coach of the Year as well New England Patriots High School Coach of the Year. Dave Fallon received the MIAA Statewide Girls Basketball Coach of the Year Award.

All Scholastic Honored Athletes: Matt McCarthy Boys Volleyball

The community of Millis continues to demonstrate its commitment to education, and has been incredibly supportive of our school and students.

Respectfully submitted,

Robert Mullaney
Principal

The Millis High School Council for the 2016-2017 school year is as follows:

Principal	Robert Mullaney
Teachers	Bernadette Lindgren
	Carol Haggerty
Parents	Paula Sullivan
	Pam Mustard
Community Member	Richard Posklsensky
Students	Kweku Ashiagbor
	Grace Steeves

Millis High School's Class of 2016 consisted of 96 students. Ninety-one percent of the graduates are continuing their education. Seventy-six percent are attending four-year colleges, 15% are attending two-year schools, 4% are entering the workforce, and 4% were undecided at the time of graduation. Below is the Millis High School Class of 2016:

<i>London James Artis</i>	<i>Sean Robert Geraghty</i>	<i>*Brendan Michael Lortie</i>
<i>Margaret Mary Balboni</i>	<i>*Katherine Rose Golden</i>	<i>Olivia Marie Lyons</i>
<i>William Robert Barrett</i>	<i>John Francis Good</i>	<i>*Hannah Marie MacDonald</i>
<i>*Julia Lauren Breed</i>	<i>*Emma Charlotte Green</i>	<i>Jennifer Suzanne Malzone</i>
<i>Kaylan Ruth Brunson</i>	<i>Alex Joseph Gregory</i>	<i>Toni Manzon</i>
<i>Garrett Donald Budlong</i>	<i>Kelly Rose Guindon</i>	<i>Benjamin James Martel</i>
<i>*Rio Antoinette Calais</i>	<i>Sarah Ashley Hampton</i>	<i>*Lyntessa Audrey May</i>
<i>Dylan John Carey</i>	<i>Carolyn Rose Hayes</i>	<i>*Emily Marie McCabe</i>
<i>Gary Francis Carleton</i>	<i>Gretta Anne Hoglund</i>	<i>Matthew Charles McCarthy</i>
<i>*Hailey Sanda Clark</i>	<i>*Brigit Cecilia Hourigan</i>	<i>Connor O'Neill Miller</i>
<i>Benjamin George Cleary</i>	<i>Matthew Joseph Howard</i>	<i>Max Larsen Moran</i>
<i>*Erin Elizabeth Collins</i>	<i>Riane Katherine Hunt</i>	<i>*Erica Mullally</i>
<i>Ryan Nicholas Conry</i>	<i>*Madeline Barrett Hurwitz</i>	<i>*Brenna Eileen Nelson</i>
<i>Griffin Michael Cote</i>	<i>Tsvetomira Borislavova Ignatova</i>	<i>Sabrina Rae Newcomb</i>
<i>*Gianna Lillian D'Aprile</i>	<i>*Daniel Mark Johnson</i>	<i>Thomas Daniel O'Brien</i>
<i>Samuel Sebastian Daitzman</i>	<i>Jaime Nicole Kane</i>	<i>*Jessica Jeanne O'Reilly</i>
<i>Joseph Bernard Delaporta</i>	<i>Timothy Patrick Kane</i>	<i>Chukwuemeka Bernard Osuagwu</i>
<i>Tristan Anthony DeMarco</i>	<i>*Amardev Sophia Kaur Khalsa</i>	<i>Shawn Michael Page</i>
<i>*Tyler Scott Demyan</i>	<i>*Casey Marie Komarnicki</i>	<i>Justin Jeffrey Parker</i>
<i>*Caroline Snow Denman</i>	<i>Emma Lee LaCroix</i>	<i>Nidhi Amitkumar Patel</i>
<i>*Sagar A. Desai</i>	<i>Timothy Richard Lane</i>	<i>Samantha Leigh Payne</i>
<i>*Thomas Douglas Edwards</i>	<i>Joseph Michael LaPlante</i>	<i>Joshua Aaron Pierre-Charles</i>
<i>*Sophie Grace Errico</i>	<i>April Diane Laporte</i>	<i>Jared Michael Pitman</i>
<i>Peter Xavier Fallon</i>	<i>*Eleni Lazarides</i>	<i>Christopher James Rossi</i>
<i>Jeana Marie Fawkes</i>	<i>Ross Jarrett Liebert</i>	<i>*Shannon Marie Ryder</i>
<i>*John Steven Frasca</i>	<i>Steven James Lopez</i>	<i>George Saykali</i>

**Bailey Morgan Shea
*Rebecca Paige Simpson
Grace Mary Sisk
Elsie Anna Slowe
Ryan Stephen Smith
Luke Ivan Spangenberg*

*Iain George Sullivan
Kali Marie Sullivan
Tyler Lee Telesford-Wood
*Willem Spencer Thum
Alexander Abil Topalis
Anthony Louis Tumminelli*

*Alicia Marie Vega
*Valeska Leal Vieira
Paige Leigh Wanders
Jonathan Carleton Weir
Jonathan Mark Wenzel
Abigail Rose Wine

** National Honor Society*

MILLIS HIGH SCHOOL CLASS OF 2016 AWARD WINNERS AND SCHOLARSHIP RECIPIENTS

MEDALS

Valedictorian Award	Eleni Lazarides
Richard Pixley Memorial Salutatorian Award	Amardev Khalsa
Art Award	Rio Calais
Band Award	Jonathan Weir
Chorus Award	Jessica O'Reilly
English Award	Madeline Hurwitz
Mary K. Galvin Award	Katherine Golden
Math Award	Eleni Lazarides
Physical Education Outdoor Pursuits Award	Anthony Tumminelli Emma LaCroix
Physical Education Fit for Life Award	Thomas Edwards Katherine Golden
Science Award	Tyler Demyan
Spanish Immersion Award	Caroline Denman
Spanish Non-Immersion Award	Emily McCabe
Student Council Award	John Frasca
Technology Award	Daniel Johnson
U.S. History Award	Max Moran

PRESIDENT AWARDS

President's Gold Award For Educational Excellence:	Eleni Lazarides
	Amardev Khalsa
	Emily McCabe
	Caroline Denman
	Abigail Wine
	Katherine Golden
	Rio Calais
	Tyler Demyan
	Elsie Slowe
	Willem Thum
	Jessica O'Reilly
	Riane Hunt
	Kaylan Brunsdon
	Gianna D'Aprile
	Bailey Shea
	Rebecca Simpson
	Emma Green
	Tristan DeMarco
	Sagar Desai

Daniel Johnson
 Casey Komarnicki
 Valeska Vieira
 Madeline Hurwitz
 Thomas Edwards
 Timothy Kane
 Ross Liebert
 Lyntessa May
 Brendan Lortie
 Shannon Ryder
 Sophie Errico
 Max Moran
 Ryan Smith
 Erin Collins
 Brenna Nelson
 Ryan Conry
 Erica Mullally
 Hannah MacDonald
 Julia Breed
 Sarah Hampton
 Alicia Vega
 John Frasca
 Brigit Hourigan
 Dylan Carey
 Iain Sullivan
 Carolyn Hayes
 Garrett Budlong
 Sean Geraghty
 Tsvetomira Ignatova
 Thomas O'Brien
 Hailey Clark
 George Saykali
 Jonathan Weir
 Anthony Tumminelli
 Peter Fallon
 Samantha Payne
 Samuel Daitsman
 Tyler Telesford-Wood
 Samuel Daitsman
 Caroline Denman

President's Silver Award For Educational Excellence:

Spanish Immersion Diploma from the Spanish Ministry of Education

Thomas Edwards
 Sarah Hampton
 Carolyn Hayes
 Brendan Lortie
 Toni Manzon
 Lyntessa May
 Matthew McCarthy
 Thomas O'Brien
 Jared Pitman
 Bailey Shea
 Luke Spangenberg
 Jonathan Wenzel

SCHOLARSHIPS

Morris C. and Judith Mushnick Memorial Scholarship
 James & Margaret Tabarani Scholarship
 Pauline L. Smith Medical Services Scholarship
 Attorney Peter J. Kenney Memorial Scholarship
 Frank L. "Lorry" McDonough Scholarship
 Dexter M. Gould Scholarship
 The William A. Vellante Scholarship
 Clay and Michael Larcom Scholarship
 Bab-Far Equipment Corporation Scholarship #1
 Bab-Far Equipment Corporation Scholarship #2
 Bab-Far Equipment Corporation Scholarship #3
 Sharon Kelley Conors Memorial Scholarship
 Diane Hatch Memorial Scholarship
 Middlesex Savings Bank Scholarship
 The Novick Family Scholarship
 Dr. George C. Roy Student Council Scholarship
 Nicholas Diamandis Memorial Scholarship
 The Warsofsky Memorial Fund
 Jack Warsof Memorial Scholarship
 Aram Karoghlanian Tennis Scholarship
 Friends of the Millis Public Library
 Amvets Ladies Auxiliary Post 495, Village Street, Millis MA Scholarship #1
 Amvets Ladies Auxiliary Post 495, Village Street, Millis MA Scholarship #2
 Amvets Post 495, Village Street, Millis MA Scholarship
 Ed Winiker Scholarship
 V. Gayle Kendall Scholarship
 Professional Firefighter's of Millis Local 4704 Scholarship

Emily McCabe
 Brendan Lortie
 Tyler Demyan
 Erica Mullalley
 Willem Thum
 Sagar Desai
 Amardev Khalsa
 George Saykali
 Brenna Nelson
 Jennifer Malzone
 Ben Cleary
 Katy Golden
 Shannon Ryder
 Shannon Ryder
 Gianna D'Aprile
 Caroline Denman
 Sean Geraghty
 Bailey Shea
 Tommy Edwards
 Casey Komarnicki
 Carolyn Hayes
 Brigit Hourigan
 Jennifer Malzone
 Samantha Payne
 Hannah MacDonald
 Jonathan Weir
 Casey Komarnick
 Eleni Lazarides
 Jaime Kane

Millis Lions Club Scholarship #1	Eleni Lazarides
Millis Lions Club Scholarship #2	Carolyn Hayes
Millis Lions Club Scholarship #3	Bailey Shea
Millis Youth Baseball Scholarship	Amardev Khalsa
The Millis Girls Softball League Scholarship	Ryan Smith
Alyssa Gagne Scholarship	Brenna Nelson
Chartwells Scholarship	Shannon Ryder
G.R.I.T. Scholarship #1	Jessica O'Reilly
G.R.I.T. Scholarship #2	Joseph Delaporta
G.R.I.T. Scholarship #3	Tyler Demyan
G.R.I.T. Scholarship #4	Jennifer Malzone
G.R.I.T. Scholarship #5	Shannon Ryder
Millis Teachers Association Scholarship	Anthony Tumminelli
Mary Monaghan Memorial Scholarship	Carolyn Hayes
Millis School Committee	Eleni Lazarides
Niles Rosenfeld Scholarship	Armadev Khalsa
Stone Family Scholarship	Jaime Kane
The George Ford Scholarship Given by The Church of Christ, friends and family	Ryan Smith
Millis Mohawk Pride boys Basketball Scholarship	Caroline Denman
	Carolyn Hayes
	Amardev Khalsa
	Sagar Desai

SEALER OF WEIGHTS AND MEASURES

To the Honorable Board of Selectmen and Residents of Millis.

The following is the Annual Report for the Sealer of Weights and Measures for the calendar year ending December 31, 2016.

Devices tested, sealed and, if necessary, adjusted or corrected as required by Massachusetts law:

Weighing scales	54
Liquid measuring meters in automotive fuel pumps and water dispensers	57
Tape measures	3
Bottle refund machines	5
Price accuracy (Scanner) tests	4
Other inspections and tests (packaged grocery items, etc.) for weight and marking.	83

Respectfully submitted,

W. James Allshouse
Sealer of Weights and Measures

Report of the Collector

Below is a schedule of collections for the calendar year ending December 31, 2016

Taxes Collected Including Interest: **\$ 20,401,347.60**

Current Year	Real Estate FY2017	8,923,259.87
	CPA FY2017	64,867.14
	Personal Property FY2017	183,623.86
	Real Estate FY2016	9,418,792.25
	CPA FY2016	68,506.31
	Personal Property FY2016	200,459.16
Prior Years	Real Estate	204,816.38
	CPA	1,368.73
	Personal Property	22,727.34
All Years	Tax Title	77,695.93
Current Year	Motor Vehicle Excise 16	1,170,981.83
Prior Year	Motor Vehicle Excise 15	53,288.20
Other Years	Motor Vehicle Excise 00-14	10,960.60

Other Collections Including Interest: **\$ 2,638,340.59**

Water Charges Collected	954,637.65
Sewer Charges Collected	1,099,077.75
Water/Sewer Capital Assessment	326,969.41
Sewer/Septic Betterments	108,118.40
Water/Sewer Liens	102,354.76
All Penalties, Charges, & Fees	47,182.62

Total Collections - All Types **\$ 23,039,688.19**

Respectfully submitted,
Jennifer S. Scannell
Collector



TRI-COUNTY REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT ANNUAL REPORT – 2015/2016

The School Committee reorganized in July of 2015, and elected Steven Trask from Franklin as its Chair, Donna Cabibbo from Millis as its Vice Chair, and Robert Guthrie from North Attleboro as its Secretary. Monthly meetings continued to be held on the third Wednesday of each month at the school. Subcommittee meetings were held as needed.

Tri-County's secondary program, postsecondary program and continuing education program experienced continued enrollment growth. The ongoing increase in numbers is recognition of our successful three-fold mission: high vocational standards to train the workforce; high academic standards to prepare students for college; and high community service standards to prepare good citizens. These standards are visible in the achievements of our students and in their services throughout our member towns.

The vocational and civic skills of Tri-County students are extremely useful in these stressful economic times. Plumbing, carpentry, electrical and other programs work on public sector buildings and projects to save our district towns' labor costs. The vocational skills of our students can also be witnessed by a visit to Tri-County to take advantage of services such as Culinary Arts, Cosmetology, Auto Collision and Auto Technology.

Their citizenship skills are also to be observed throughout the member towns. Look for them as they undertake projects to improve their local community oftentimes utilizing skills learned in their respective program majors here at Tri-County RVTHS.

Tri-County hosted many key events attended by local and state government representatives including the Lieutenant Governor, Secretary of Education, senators and representatives. These events addressed such vital topics as the importance of vocational education, the skilled labor shortage, Mass Skills Capital Grant Program, and Mass Insight AP Initiative, among others.

Graduation

Two hundred eighteen students graduated in an indoor afternoon ceremony on Sunday, June 5, 2016. Superintendent-Director Stephen Dockray presided over the ceremony. School Committee Chair, Steven Trask, and School Committee Vice Chair, Donna Cabibbo, presented diplomas to the graduates. Scott O'Brien, Head of Guidance, presented scholarships and awards to deserving seniors. The grand total of scholarships and awards for the class of 2016 was \$1,012,450.

Guidance & Special Education Services

September 8, 2015, Tri-County welcomed 1,007 students to the new school year. The respective number of students from member towns was as follows: Franklin – 196, Medfield – 9, Medway – 67, Millis – 26, Norfolk – 37, North Attleborough – 333, Plainville – 81, Seekonk – 73, Sherborn – 0, Walpole – 49, and Wrentham – 49.

During the 2015-2016 school year, the Guidance department continued its programs to provide information to students, parents, sending schools and district communities. The Guidance department provided counseling for students in career pathways and postsecondary education. Tri-County continues to work with the Department of Elementary and Secondary Education on its

development of *Your Plan For The Future*, a no-cost, comprehensive college and career planning portal designed to help Massachusetts students manage their educational and career pathways.

In 2016 Tri-County was once again named to the Circle of Champions by *Your Plan For The Future*. Tri-County earned this distinction by performing in the top ten percent of Massachusetts high schools that engaged students and parents through *Your Plan For The Future* during the 2015-16 school year. Tri-County's counselors, faculty, and staff were recognized for helping students become better prepared for college and careers.

Tri-County hosted Career Days for Grade 8 students from the regional districts. The Guidance department, with assistance of personnel from the Massachusetts Educational Financing Authority (MEFA), presented programs on college preparation. In addition, the Guidance department hosted a very successful evening College Fair.

The Guidance department organized and implemented SAT and ASVAB testing.

The Special Education department focused its efforts on Transition Planning and the development of Transition goals in IEPs. Students with IEPs have goals written that address deficits as they relate to College and Career Readiness. Employability skills, as defined by the Massachusetts Workplace Learning Plan, are the same skills that students need to be successful in any post-secondary environment. The department continued to work on developing strong, measureable, and attainable IEP goals that reflect the needs of individual students. As the school has seen an increase in school anxiety and significant mental health issues, the entire Student Services department redoubled its efforts to develop consistent practices for transition from home and hospital and to create even more comprehensive protocols for reintegration into both the academic and vocational programs.

Academics

Tri-County Regional Vocational Technical High School continues to earn wide-spread recognition for academic and vocational success by combining rigorous and challenging academic courses with modern vocational studies. Implementation of the newest technology as well as innovative vocational technical programs ensures student success. Their success is measured in the classroom and ultimately in a chosen career path whether it is higher education, entrance in their vocational trade or military careers.

The class of 2018 scored exceptionally well in all three areas of MCAS, continuing to keep Tri-County rated as a Level I school. In ELA, 96% of students scored Proficient/Advanced. In Mathematics, 83% of students scored Proficient/Advanced. In Biology, 81% of students scored Proficient/Advanced. Tri-County's school percentile increased to 63% this year, from our 57% overall State performance rating from last year.

All students completed the Mass Core Curriculum requirement which is the Department of Elementary and Secondary Education recommended academic program for college and career readiness.

Sixty-five seniors from the Class of 2016 were awarded John and Abigail Adams Scholarships. These scholarships are awarded to students who achieve a minimum of two proficient and one advanced score on the Grade 10 English Language Arts, Mathematics, and Biology MCAS exams. Student scores must be in the top 25% of tested students.

Tri-County continued its implementation of the *itsLearning* platform this year. Teachers have embraced this learning platform, using it for lessons, power point slides, class notes, embedding

video, remediation links, textbook links, uploading worksheets, collecting homework, online polls, data collection, submitting work and taking exams. All academic and many of our vocational teachers have been trained and are using *itsLearning* on a regular basis. Academic standards are all on *itsLearning* and can be used for both formative and summative assessments.

Tri-County purchased one hundred twenty five additional Chromebooks this year for use in the academic classrooms. Over the course of the year, Chromebook use increased and students commented on how much they enjoyed using this additional technology in their classes. There are multiple Chromebook carts placed in all core departments: Science, Social Studies, Math, and English.

This year, Tri-County has partnered with Mass Insights to not only increase our AP offerings in the future, but to also improve how we teach both our AP and pre-AP courses. Several of our teachers attended pre-AP strategies workshops in an effort to improve vertical teaming to attract more students to enroll and be successful in our AP programs. Our hope is to improve our qualifying scores on AP exams starting in the 2016 – 2017 school year, through our partnership with Mass Insights. Tri-County offers AP Physics 1, AP Calculus (AB), AP Language and Composition, AP Literature and Composition, AP Statistics, and AP Computer Science Principles.

In an effort to successfully transition to the new Common Core State Standards (CCSS), Tri-County continues its work at rewriting curriculum using the Understanding by Design (UbD) model. Curriculum Leaders met this spring to review different departments' work, make a plan for the summer, and work cohesively to ensure all Tri-County curriculum would follow the same format and overarching goals. Teachers are writing units based on Curriculum Maps in an effort to continue their transition to CCSS.

Finally, Tri-County continued its leadership efforts within the vocational math community by hosting the Nineteenth Annual Vocational Mathematics Competition with over 25 teams competing from vocational schools from throughout the State. Topics covered are Algebra I, Geometry, Algebra II, and Related Technical Math. Tri-County's Mathematics teams consisted of freshmen and sophomores and placed a respectable 2nd, 10th, and 17th place in the competition.

Vocational Technical Programs

Students in the seventeen Vocational Technical Programs experienced many successes, both in their individual programs and school wide. All grade 10 students achieved their OSHA 10 Hour Safety credential. The training included interactive and specialized curriculum for both general industry and construction trades.

Students in Early Education, Dental Assisting, Culinary Arts, Medical Careers, Legal and Protective Services and the Construction Craft Laborers received American Red Cross CPR and First Aid Training. All students in grades 10 – 12 in those programs are now certified and able to work in companies requiring their employees to have these credentials.

The Tri-County Robotics Team, named "Tri-Force", was busy this year. They began preparing for the FIRST Robotics Regional Competition at WPI in January. They qualified to then move on to compete at the FIRST Robotics State Competition in March.

Finally, Tri-County SkillsUSA achieved much success as twelve secondary students traveled to Louisville, Kentucky in June to compete at the national SkillsUSA Competition. All Tri-County competitors placed in the top ten in their categories of competition. This was the first year that a

grade 9 student competed at the National SkillsUSA Conference – and she came home with a seventh place finish!

Auto Collision Repair: The Auto Collision Repair Program continued to be a NATEF Accredited program. With the NATEF accreditation, our students are able to take advantage of the rich curriculum offered to achieve Certificates of Achievement in the NATEF Standards. All grade 11 and 12 students achieved the ASE Welding Certification. Grade 12 students achieved some of the ASE Auto Collision Repair student certifications. Tri-County students practice using water based paint and other environmentally safe materials to meet the most current industry standards. Students in this program continued to serve the community needs and the Tri-County School District by repairing and restoring vehicles under the supervision of their instructors. Students also participated in field trips to emphasize the diverse career opportunities available upon graduation from the program.

Auto Technology: Students in the Auto Technology program competed in the AYES Competition last November. Students in grades 11 and 12 performed well in the ASE student certification exams that were administered in May. All students who took the exams achieved ASE Certification in at least 6 of 9 categories. The program continues to have Master Automobile Service Technology Accreditation through NATEF. Students practice their skills on state of the art diagnostic equipment. Students in the Auto Technology program experience a real world application of the skills by diagnosing and repairing school vehicles, staff automobiles and cars and trucks owned by members of our eleven town district.

Carpentry: Under the supervision of the Carpentry teachers, students in the program worked at several community projects this past year. In the town of Medfield, they completed construction of a large storage garage at a senior housing complex. They built picnic tables for the WWII Pool in North Attleboro. Carpentry students constructed 24 lockers for the Sherborn Fire Department. Students also created Chromebook desks for an elementary school in Medway. Graduates from the Carpentry program with a GPA of at least 3.0 and who have met or exceeded the standards for graduation from a Chapter 74 program attained pre-apprenticeship cards through the Massachusetts Division of Apprenticeship Training.

Computer Information Systems: The students in the Computer Information Systems program are being trained in the Cisco Networking Academy curriculum. All students in the program are able to take CISCO exams and attain certifications in many aspects of the curriculum. All grade 11 students take AP Computer Science as part of the CIS curriculum. A team of students participated in the Cyber Patriot Competition with other students around the state and achieved the gold standard for their region. Students in this program work closely with the IT department at Tri-County to update the school's website.

Construction Craft Laborer: Students in this program are trained in all aspects of large construction, including highway construction. Students in grade 11 received Hazard Communication training which led to 100% of the class achieving a certificate of successful completion. All grade 11 students received CPR and First Aid training when they participated in the Department of Transportation sponsored Construction Career Academy. During this school year, under the supervision of their teacher, the CCL students framed and poured a concrete pad for the Franklin Recreation Department.

Cosmetology: The Cosmetology Program continues to operate a full service hair and nail salon for the members of the eleven towns in the Tri-County School District. Senior citizen groups from the towns patronize the salon several times during the school year. The students also performed community service by assisting at the Miss Amazing Beauty Pageant this past year, helping developmentally delayed young adult women enjoy an exciting event. Students also spent a

Saturday performing their skills on community members to support Dana Farber at a Cut-A-Thon. They raised over \$1000 for the cause. Seniors met the 1000-hour requirement to sit for the Cosmetology License exam prior to graduation.

Culinary Arts: Gerry's Place Restaurant and Bake Shop enjoyed another successful year serving lunch and baked goods to the public. Students in the program received their certification in Serve Safe and OSHA, as well as meeting all standards set forth by the American Culinary Foundation. The Culinary Arts students participated in the Massachusetts Restaurant Association sponsored competition this past March. Tri-County students competed in both the Culinary and the Customer Service events, and came in third place among all schools in Massachusetts. Students in the program also tend and nurture the school garden, which has been successful for the last four years. Bounty from the garden is donated to local food pantries. This year, Tri-County donated more than 700 pounds of produce! Students also create Farm to Table recipes using some of the produce grown in the garden. Our students continue to work with Franklin TV to film "Cooking Thyme", a cooking show featuring students preparing culinary delights to be enjoyed by the community through the Franklin Cable TV programming.

Dental Assisting: Students in the Dental Assisting Program have practiced their skills in several community service projects this past year. Students volunteered their services at the Elder Dental Screening in October at the Millis Council on Aging. They screened elders at no charge for dental decay and oral cancer. They also provided nutritional information and denture cleaning. Students in the Dental Assisting program also assisted the Massachusetts Department of Public Health to dispense fluoride to school age children in a local elementary school. Grade 11 students continued to participate in the clinical practicum at local dental offices. Students in grade 10 took the DANB Infection Control exam and students in grade 11 took the DANB Radiography exam at the end of the school year and achieved certifications in each. They also received CPR and First Aid training.

Early Education: Students in the Early Education program continued to supervise and educate preschool age children in the Tri-County Preschool Program. All grade 11 students participated in a field placement at local child care centers and public kindergarten classrooms to expand their experiences working with young children. Along with certifications in First Aid, CPR and OSHA, students in this program achieved certificates for successful completion of the Strengthening Families Workshop. They also participated in training to work with traumatized children through the Life is Good Corporation. Students accompanied their teachers to the Massachusetts State House for Advocacy Day for Early Education and Care in February, where they were able to communicate their views on providing the highest quality programs and services to children birth to age eight.

Electrical Technology: Students in the Electrical Technology program are trained in all aspects of residential and commercial applications. Students in this program assisted the Technology Director and the Director of Facilities in performing electrical wiring projects at the school. Students in this program also gain valuable training in renewable and sustainable technology by practicing installation and monitoring energy conservation at the photovoltaic system on school grounds. Students will accrue up to 300 hours of Electrical Code instruction and 1500 hours of practical application toward their Journeyman license requirements upon graduation. Students also wired a large garage in Medfield this past year. With donations from local companies, students are also being trained to install and troubleshoot all types of motor controls and fire alarm systems.

Engineering Technology: The Engineering Technology program incorporates Digital Electronics, Introduction to Engineering Design, Principles of Engineering, Computer Integrated Machining, Architectural Design, and Bio Engineering into their curriculum. This past year, the program was expanded to include training in Advanced Manufacturing. Students practice programming, operating and troubleshooting CNC turning and milling machines. All HAAS machines were purchased through

grant money provided by the Massachusetts Skills Grant Program. Students also have gained skill in using 3D printing technology and a robotic arm. With Project Lead the Way Certification, the students are able to transfer their skills to many PLTW affiliated colleges upon graduation. Students once again participated in the HUNCH (High School Students United with NASA to Create Hardware) program. Their goal was to develop a device that could make an astronaut's life easier in space. Students also participated in the Boston Society of Civil Engineers sponsored competition to design a bridge online as well as the Zero Robotics competition in which the students programmed robots, known as SPHERES.

Graphic Communications: Design, pre-press, and printing skills are honed by students enrolled in this program. Students continued to practice their skills on the digital press, serving the printing needs of many sending towns and non-profit organizations. Some of the projects completed by Graphic Communications students were street directories, school yearbooks, and graduation tickets for the town of Seekonk, letterhead and envelopes for the towns of Wrentham and Medfield, and creating the Franklin Directory. Students achieve several Adobe certifications as a result of successfully completing the curriculum and passing the comprehensive online exams. Students in the Graphic Communications program can be proud of their contributions to all Tri-County publications.

HVAC&R: Students are trained in all aspects of heating, cooling, and ventilation of both residential and commercial buildings. Students in grades 11 and 12 succeeded at attaining their EPA 608 certifications after passing intensive curriculum and taking the national exam. With this certification, graduates will be well prepared for high paying employment and further education. Students also honed their sheet metal skills this year and they prepared to take the sheet metal license upon graduation. Student who compete 200 hours as a refrigeration apprentice and achieve a trade certificate upon graduation may sit for the Refrigeration Technician's License exam.

Legal and Protective Services: Students in this program gain skill and knowledge in various aspects of the justice and protective services occupations. The students learn how to secure a crime scene and look for evidence using state of the art equipment. They also hone their skill in utilizing research methods to conduct a mock trial, roleplaying defense attorney, prosecuting attorney, and other members of the trial. Students participated in field trips to local courts to observe the system in practice. Guest speakers were invited to the class to inform the students of the many career opportunities in the criminal justice field. This past year, the students learned about installing and monitoring security systems and surveillance equipment.

Medical Careers: Students in the Medical Careers program are trained in various aspects of health care. Grade 11 students achieved their Certified Nursing Assistant credentials. Grade 12 students received a Home Health Aide certification and those students who did not participate in the Cooperative Education program received training in EMT. Grade 10 Medical Careers students received Epi-pen training and therapeutic feeding training. Tri-County continues to enjoy a partnership with Golden Pond Assisted Living Center as well as HMEA (Horace Mann Education Associates) where students participate in clinical experiences each year. During the last school year, Medical Careers students trained students in all vocational programs in Hands Only CPR. The Medical Careers program received the Department of Public Health annual evaluation and met or exceeded all standards and requirements of Massachusetts and Federal Guidelines for Nursing Assistant Training Programs. The Medical Career students assisted pharmacists from Rite Aid Pharmacy to conduct a Flu Clinic for all staff at Tri-County. Students in this program conducted several public service programs in which they educated the public in the dangers of sun exposure and other potentially harmful lifestyle habits. Students graduating from this program are well prepared to pursue highly competitive health care careers.

Metal Fabrication and Joining: Students in the Metal Fabrication program achieve several AWS welding certifications, including GMAW-V, GMAW-O, GTAW-ST, and GTAW-SS. They also learn the fundamentals of metal fabrication and joining processes. Students participated in field trips to local metal fabrication companies to observe various business practices. The graduates from this program will be prepared for occupations in not only welding but in metal forming, cutting and fabricating. They are also trained in sheet metal processes and may pursue the sheet metal license upon graduation. Seniors who are eligible for cooperative education employment are consistently placed in an industry of high need in the community.

Plumbing: Plumbing students are trained in residential and commercial plumbing applications. Students in grade 11 completed their Tier I Plumbing course and grade 12 students completed Tier II. All students take the exams at the end of the course. Successful completion of the courses allows students to be prepared to take Tier III immediately upon graduation. Plumbing students work closely with the Director of Facilities here at Tri-County to perform plumbing repairs throughout the school building, further honing their skills. Under the supervision of their teacher, students installed bathroom fixtures and all plumbing for the Town of Plainville Parks Department this past school year. Students who participate in the Cooperative Education program may begin their formal apprenticeships with their employers while still in high school.

Adult Education

Tri-County offers both Postsecondary and Continuing Education courses through its Adult Education Office. The majority of adults served through the various continuing education programs are from within the school district; however, students represent cities and towns from all over Central and Eastern Massachusetts, as well as Rhode Island. Tri-County offers online registration allowing community members to register for Continuing Education classes on the internet. The online registration system also extends to summer camps and summer school.

Postsecondary Cosmetology and Practical Nursing programs are available on either a day or evening schedule. Additional postsecondary courses available with an evening schedule include Aesthetics, Manicuring and Nursing Assistant programs. Tri-County offers access to Federal Financial Aid in the form of Pell Grants to qualifying students in our Practical Nursing and Adult Cosmetology programs with about one-third of our students taking advantage of the PELL grants. This offering continues to improve community access to these programs through this need based support.

Adult Cosmetology: There were fourteen graduates from the Adult Day Cosmetology program in 2016. Tri-County students once again were successful competing in Skills USA sending students to the national competition. The Adult Day Cosmetology program is a full-time program that follows the high school calendar and runs from September to June. The Adult Evening Cosmetology schedule runs from September to July, Monday –Thursday evenings but otherwise mimics the day class. The student learns hairstyling, cutting, permanent waves, coloring, manicuring and skin care. This program provides students with the mandated 1,000 hours of schooling and prepares them to pass the State Board of Cosmetology's licensing exam. Registration for the program begins in the spring and details are available by contacting the Continuing Education office at Tri-County.

Adult Day Practical Nursing: Graduating 25 students in 2016, the Practical Nursing program continues to flourish. This is a full-time day program which follows the high school calendar as classes are held from September through June. The Practical Nursing program at Tri-County is designed to prepare graduates for the National Council Licensure Examination for Practical Nurses (NCLEX-PN), which tests for entry-level competency. Successful completion of this examination permits practice as a Licensed Practical Nurse (LPN). Registration for this program requires that prospective students take the TEAS (Test of Essential Academic Skills) exam. The pre-admission

tests are administered from October to March. Details are available by contacting the Practical Nursing office at Tri-County.

Adult Evening Practical Nursing: Tri-County's two year evening program will begin a new class schedule in September 2017. The evening Practical Nursing program is a two-year program that is held on Tuesdays, Wednesdays and Thursdays, 4:00-9:30 p.m. After successful completion of the course, the students are eligible to sit for the NCLEX-PN examination for licensure. Successful completion of this examination permits practice as a Licensed Practical Nurse.

Continuing Education Program: The evening Adult Education program at Tri-County consists of more than 100 different courses which are offered in the fall and spring semesters. Registration for fall courses takes place beginning in July. Registration for spring courses begins in December. Continuing Education course information can be found in brochures available to the public via direct mail or the Tri-County Website. Program information along with online course registration is available at the Tri-County RVTTHS website at <http://www.tri-county.us>, or by calling the Continuing Education office.

Student Activities (excluding SkillsUSA)

National Honor Society: The Peter H. Rickard Chapter of Tri-County inducted 17 new members on November 19, 2015, raising the number of members to 29 for the 2015-2016 school year. These students organized and ran a speedball tournament in order to raise money for the Jimmy Fund. National Honor Society students led a school-wide "Pennies for Patients" campaign raising a significant amount for The Leukemia and Lymphoma Society. For their fundraising efforts on behalf of the Jimmy Fund, NHS members were invited to attend the Scooper Bowl on Boston's City Hall plaza. On Wednesday, June 1, NHS activities culminated with the organization and presentation of Tri-County's twenty-fourth Honors Night held in the Kenneth Custy Gymnasium.

Student Government

Student Advisory Committee: The student body elected seven students to membership on the Student Advisory Committee. The principal appointed one of these elected members to attend the monthly school committee meetings, where she reported on student concerns and activities. Three students from this group also served on the Tri-County School Council and two others served on the High Schools That Work Site Committee. These seven students also served as ex officio members of the Student Council. The student body elected two students to represent Tri-County on the Regional State Student Advisory Committee. These students met once every other month with students from other schools in the Central Massachusetts region.

Class Officers: The sophomore, junior and senior classes elected a President, Vice-President, Secretary, and Treasurer for their respective classes for the new school year. The freshman class elected officers in November. Under the supervision of the Class Advisors, officers scheduled, organized and conducted monthly after-school meetings to plan activities which included the class trips, Freshman/Sophomore Semi-Formal, the Junior/Senior Prom and the Senior Week activities. The class officers heard and communicated students' ideas to the Student Advisory Committee, and also served as ex-officio members of the Student Council.

Student Council: Each class elected four representatives to the Student Council. These students, along with the class officers and Student Advisory Committee members, served as the overall student governing body committed to the principle of student government. The group met weekly after school, and discussed issues and activities affecting the student body. The Student Council served as a liaison between the student body and the school administration. They provided a means for student input on school affairs. Under the supervision of the Student Council Advisors, this group

was also accountable for conducting and ensuring fair elections for Class Officers, the Student Advisory Committee, and the at-large Student Council membership. The Student Council served as leaders for the student body, sponsoring and organizing social activities which included Freshman Orientation in August, assisting the Athletic Director in planning Homecoming in October, sponsoring the many Spirit Week activities in November, and working on the Tri-County vegetable garden. The Student Council sponsored two Red Cross Blood Drives and coordinated the first-ever Prom Dress Exchange. In addition, the Student Council planned and coordinated civic, social, fundraising, and community service activities, provided input to the administration on student handbook revisions and acknowledged administrators and teachers throughout the school year.

Extra-Curricular Activities

In addition to our very successful sports program, we offered 10 other extra-curricular activities at Tri-County. All of the clubs provided students with after school opportunities to explore and enjoy various interests. Advisors worked to provide a myriad of opportunities for all students during the extended week day and many weekends. Notable activities include: Student performances by the Drama Club; The Craving, 10 Ways to Survive the Zombie Apocalypse by Don Zolidis, and Love at First Bite by THE SENIORS were performed on March 26, 2016. This allowed our students to showcase their acting talents. Drama club members also attended a production in Foxboro which featured one of our students in the cast. SADD students also organized a texting and driving poster contest and awareness campaign on the dangers of texting and driving. Our TC Green Club provided students the opportunity to participate in activities which revolve around recycling initiatives, environmental issues and sustainable food production. TC Green worked in conjunction with the Keep North Attleboro Beautiful campaign to collect shoes for recycling efforts. The Music Club offered students who play instruments a chance to share their abilities, and club members provided music for graduation. The Games Club increased in membership and attended King Richard's Faire. Additionally, the Math Club and Robotics Club participated in interscholastic competitions where students put both their academic and vocational experience to the test.

Summary

Tri-County Regional Vocational Technical High School is proud to provide a quality career education to the residents of its eleven member towns. Tri-County students are highly visible in our sending districts in a variety of roles. They serve as interns, summer employees, and cooperative education students and have completed a number of outside projects within our member communities. Each of these experiences assists our students in demonstrating what they have learned in their vocational programs.

Vocational training is only part of our success. Academic preparation is noted through the growing number of scholarships acquired from local associations and organizations, as well as the increased number of students now attending college upon graduation. Once again, Tri-County achieved a Massachusetts Department of Elementary and Secondary Education rating as a Level 1 school. Our school was also placed on the AP Honor Roll for the increase in the number of students participating in AP tests and for sustaining improvement in our scores. In addition, our seniors must complete and pass all aspects of the Senior Project. The Senior Project is an excellent example of the integration of vocational and academic skills. Tri-County continues to prepare students as good citizens and this is witnessed through the actions of individual accomplishment of students through community service projects organized through a number of extra-curricular organizations. Our students participate in the annual *Holiday Gift Drive*, coordinated by the Santa Foundation. In another outstanding example of community school collaboration, Legal and Protective students teamed up with Allstate Insurance and their DRIVE Program to educate teens about risky behavior behind the

wheel. Our Culinary Arts students and their teachers continued to collaborate with Franklin Cable TV to produce Cooking Thyme with Tri-County.

Tri-County is your town's vocational technical school. Our goal is to prepare our students to be good citizens who serve their community. Many of the programs offered at Tri-County are available to the public and service programs are open to residents.

Projects for member towns which were completed by Tri-County students included: *Franklin*, Construction Crafts Laborer students formed and poured concrete steps leading to the Police Department; Graphics students produced a monthly newsletter; *Medfield*, Graphics students produced letterhead and envelopes for the School Department; *North Attleboro*, Metal Fabrication students produced metal coverings for dumpsters; *Medway*, Carpentry students built a Buddy Bench; *Millis*, Carpentry students built a shed for the Library; Carpentry also built six display cabinets for the Historical Society; *Seekonk*, Graphics students produced letter and pocket sized street directories, and high school graduation tickets and elementary school yearbooks for the School Department; *North Attleborough*, Computer Information Systems students developed a website for Make North Attleborough Beautiful.

Tri-County lives by its mission statement, specifically in the charge to prepare tomorrow's workforce; to provide a solid academic foundation for further education; and to prepare good citizens. Over the past year, this mission statement continued to move from words on a page, to action.



MILLIS VETERANS' SERVICES 2016

Veterans/Family Members Assisted (State/Federal Applications, VA Appeal Letters, Access to VA Healthcare, Bonus Applications, G.I. Bill Benefits, etc.)	65
Veterans on Chapter 115 (as of 12/31)	6
Chapter 115 Pending	4
Burial Benefits Provided	1

2016 was a year of tremendous transitions in the Veterans Service Office. The Veterans Office was able to culminate the efforts of many into a monument honoring the many Millis Veterans who have served from 1978 to present day.

**Zoning Board of Appeals
2016 Approvals**

Tom McDonough, 233 Village Street:

Grant an area variance of 1,109 square feet; a depth variance of 21 feet; and a frontage variance of 12 feet and a finding.

Michele Washek, 128 Curve Street:

Grant a 20 ft. setback variance of 20 ft. and finding.

Kerri Barrett, 34-36 Exchange Street:

Grants a finding and an area variance of 4,862 square feet and a setback variance of 52.8 feet.

William & Phyllis Dillon , 54 Dover Rd:

Grant the following variances:

- 1.) A depth variance of 14 feet on the southern side of the property,
- 2.) A depth variance of 20 feet on the opposite side of the property.

Elizabeth Tolley, 99 Farm Street:

Grants a variance to allow for a lot width of 77% of required lot frontage, and Section VI. Table 2 to allow for 75 feet of frontage, and Section VI. Table 2 to allow for 96.78 feet of lot width, to construct a single family dwelling not to exceed 2,000 sq. ft. of net floor area.

Katrina Ronan, 54 Plain Street:

Grants a finding that the usage of a second floor medical office will not be more detrimental to the neighborhood.

Pine View Condominium, 1-33 Pine View:

Grant a finding that the removal and reconstruction of the thirteen decks will not be more detrimental to the neighborhood.

Sophia Sgourakes, 35 Bullard Lane:

Voted to affirm the Zoning Enforcement Officer's decision regarding the commercial agricultural use on the property.

NERP Holdings and Acquisitions Co. LLC ,1313-1319 Main Street:

Grants wall sign with dimensions of 18 ft. wide by 6 ft. high (108 sq. ft.) and a standing sign set back of twenty feet in order to avoid conflicts with vehicular circulation on the site; the applicant is granted allowance to construct a total of 76 spaces (relief sought for 41 spaces) and creating a driveway width of 34 ft. at its narrowest point and 63.2 ft. at its intersection with the front lot line. The applicant is granted a dimensional variance to permit parking spaces of 10 ft. in width and 20 ft. in length containing 200 sq. ft.

Sean Currivan, 984 Main Street: Appeal:

The Zoning Board of Appeals finds that site plan review is not required. The decision of the Inspector of Buildings is vacated.

Robert McIntosh, 33 Myrtle Street:

Grants a special permit for two horses.

Thomas Howie, Map #25, Parcel #135:

Grants a variance of 23,965 from the I-P district to the R-V district to allow for the construction of only one single family dwelling.

Elise Molloy, 57 Hilltop Street:

Grants a 15 foot front yard setback for the construction of a porch.

Thomas Waters & Rebecca Abalutzk, 69 Lavender Street:

Grants a finding for a (20' x 30') addition and second floor renovation to a single family home.

Amy Whittaker, 9 Maple Avenue:

Grants a finding that the removal of existing shed (8x14) and replacement with 8 x 14 shed will not be more detrimental to the neighborhood.

Edward Perry, 14 Shannon Lane:

Grants a depth lot variance of 27 ft. on the westerly side and a 6.3 ft. variance on the easterly side of the lot for the construction of a single family home.

SPECIAL PERMIT RENEWALS

2016

Baker, Stephen: Approved: Accessory Family Unit
Property Located at 43 Bullard Lane

Bazinet, Kristen: Approved: Two dwarf goats
Property located at 80 Meadow Cartway

Brown, Robert and Pamela: Approved: In-Law Apartment
Property located at 244 Exchange Street

Cofer, John I., IV: Approved: In-Law Apartment
Property located at 1 Rose Road

Diotalevi, Penny: Approved: Accessory Family Unit
Property located at 15 A Dyer Street

DiPaola, DVM, Jeffrey: Approved: Veterinary Hospital
Property located at 825 Main Street

Durand Brian: Approved: Accessory Family Unit
Property located at 171 Farm Street

Elbery, Donna: Approved: To be allowed to house cats/kittens awaiting adoption
Property located at 47 Railroad Avenue

Furry, Mary Susan, c/o Harlan Ketterling: Approved: To keep Livestock
Property located at 194 Ridge Street

Flaherty, Robert and Betty: Approved: In-law Apartment
Property located at 30 Bow St.

Gagne, Amy and James: Approved: To allow two residential apartments and commercial space
Property located at 37 Exchange Street.

Guthrie, Kendra: Approved: In-Law Apartment
Property located at 2 Chelsea Way

Gonzalez, Betsy C: Approved: In-Law Apartment
Property located at 4 Ryan Road

Hiler, Cari Leah, DVM: Approved: Veterinary Hospital
Property located at 1175 Main Street

Hopkins, Gerard and Robin: Approved: In-Law Apartment
Property located at 7 Southwoods Circle

Keenan, Walter: Approved: In-Law Apartment
Property located at 5 Windcrest Lane

Kubacki, Helen R: Approved: Handcraft Classes.
Property located at 22 Middlesex Street

Luppino, Richard: Approved: In Law Apartment
Property located at 128 Norfolk Rd.

Lynch/McCaronJudith: Approved: To allow for the keeping of four horses.
Property located at 106 Forest Road

Maltinsky, Nathan and Christine: Approved: In-Law Apartment
Property located at 431 Exchange Street

Millis Animal Hospital: Approved: Animal Hospital
Property located at 1175 Main Street

Nicholson, Richard: Approved: In-Law Apartment
Property located at 8 Saratoga Terrace

Nolan, Tracy & Todd: Approved: In-Law Apartment

Property located at 34 Pollard Drive

Picklesmier, Dorman and Claudette: Approved: To stable two horses
Property located at 183 Farm Street

Pitt, Janet: Approved: To be allowed to operate a dog day care, grooming and boarding business.
Property located at 1365-1367 Main Street

Smith-McCarthy, Jennifer: Approved: In-Law Apartment
Property located at 14 Independence Lane

Squier, John: Approved: In-law apartment.
Property located at 32 Pollard Drive

Tobin, Nate and Noreen: Approved: Accessory Family Unit
Property located at 63 Island Rd.

Vogt, Angela: Approved: Art Classes
Property located at 280 Ridge Street

Wainwright, Charles: Approved: Accessory Family Unit
Property located at 165 Farm Street

Wassell, Deirdre: Approved: 3 hens
Property located at 34 Village Street

Williamson, Lois Anne: Approved: Private Nursery School
Property located at 68 Bullard Lane

TOWN OF MILLIS PHONE LIST

DEPARTMENT	NAME	EXT	EMAIL	PHONE	FAX
Animal Control	Brenda Hamelin		bhamelin@townofmedway.org	508-533-3251	508-321-4993
Assessors Office	Paula Dumont	115	pdumont@millis.net	508-376-7049	508-376-7055
	Lesley Kennally	117	lkennally@millis.net	508-376-7049	508-376-7055
Board of Health	Barbara Thissell	121	bthissell@millis.net	508-376-7042	508-376-7053
	Vickie Philben	123	vphilben@millis.net	508-376-7042	508-376-7053
	Karen D'Angelo, Nurse	122	kdangelo@millis.net	508-376-7042	508-376-7053
BOS/Town Administrator Office	Michael Guzinski	101	mguzinski@millis.net	508-376-7040	508-376-7053
	Karen Bouret	102	kbouret@millis.net	508-376-7040	508-376-7053
	Dept Asst	103	mcanesi@millis.net	508-376-7040	508-376-7053
Building Department	Mike Giampietro	171	mgiampietro@millis.net	508-376-7044	508-376-7053
	Jennifer Kiggen	116	jkiggen@millis.net	508-376-7044	508-376-7053
Electrical Inspector	Dave Byrne	173	dbyrne@millis.net	508-376-7044	508-376-7053
Plumbing/Gas Inspector	Tim Costello	172	tcostello@millis.net	508-376-7044	508-376-7053
Cable	Madeline Yusna	129	myusna@millismedia.deskpilot.com	508-376-7057	508-376-7053
Community Preservation Asst.	Camille Standley	126	cstandley@millis.net	508-376-7045	508-376-7053
Conservation Commission Asst.	Camille Standley	126	cstandley@millis.net	508-376-7045	508-376-7053
Council on Aging	Patty Kayo	131	pkayo@millis.net	508-376-7051	508-376-7054
	Gunbhushan Kaur	134	gkaur@millis.net	508-376-7051	508-376-7054
	Carol LaFreniere	132		508-376-7051	508-376-7054
	Maureen Puopolo	133	mpuopolo@millis.net	508-376-7051	508-376-7054
DPW	Jim McKay	104	jmckay@millis.net	508-376-5424	508-376-2442
	Deirdre Gilmore	139	dgilmore@millis.net	508-376-5424	508-376-2442
	Kathi Smith	138	ksmith@millis.net	508-376-5424	508-376-2442
Emergency Management	Dave Byrne	141	dbyrne@millis.net	508-376-7013	508-376-7053
Energy Manager	Bob Weiss	106	rweiss@millis.net	508-376-7040	508-376-7053
Finance Office	Kathy LaPlant	111	klaplant@millis.net	508-376-7039	508-376-0124
	Lisa Morin	114	lmorin@millis.net	508-376-7039	508-376-0124
	Kara Geraci	112	kgeraci@millis.net	508-376-7039	508-376-0124
Fire Department	Chief Rick Barrett		rbarrett@millis.net	508-376-2361	508-376-8768
Library	Alex Lent		alent@millis.net	508-376-8282	508-376-1278
Permanent Building Committee Asst.	Kim Borst		kborst@millis.net		508-376-7053
Planning Board Asst.	Camille Standley	126	cstandley@millis.net	508-376-7045	508-376-7053
Police Department	Chief Chris Soffayer		csoffayer@millis.net	508-906-3273	508-376-6220
	Dispatch			508-906-3288	508-376-6220
	Tracy Leavitt		tlevitt@millis.net	508-906-3272	508-376-6220
Recreation Department	Kris Fogarty	181	kfogarty@millis.net	508-376-7050	508-376-8546
	Sue Vara	182	svara@millis.net	508-376-7050	508-376-8546
School Department	Nancy Gustafson		ngustafson@millisps.org	508-376-7000	508-376-7020
	Jody Cleary, Asst		jcleary@millisps.org	508-376-7000	508-376-7020
	John Engler, Operations		jengler@millisps.org	508-376-7013	508-376-7020
Town Clerk	Lisa Hardin	151	lhardin@millis.net	508-376-7046	508-376-7055
	Kathi Smith	151	ksmith@millis.net	508-376-7046	508-376-7055
	Pat Sjogren	152	psjogren@millis.net	508-376-7046	508-376-7055
Treasurer/Collector	Jennifer Scannell	161	jscannell@millis.net	508-376-7091	508-376-7055
	Mary Smith-Frye	162	mfrye@millis.net	508-376-7091	508-376-7055
	Allison Burruss	163	aburruss@millis.net	508-376-7091	508-376-7055
	Ellie Baczkowski	155	ebaczkowski@millis.net	508-376-7048	508-376-7055
Veterans Agent	Cynthia Harris	259	charris@millis.net	508-376-7059	508-376-7053
ZBA Asst.	Amy Sutherland		asutherland@millis.net	508-876-8964	508-376-7053

